Minutes of the

Meeting of the Executive Committee of the World Council of Churches

Bossey, Switzerland, 20-26 November 2019

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1. Spiritual Life

Morning prayer was organised by Rev. Dr Mikie Roberts, WCC programme executive for spiritual life. On 20, 21, 23, 25 and 26 November, morning prayer took place in the chapel of the Ecumenical Institute in Bossey and was shared with the students. On Friday 22 November members of the executive committee travelled to the Ecumenical Centre in Geneva to join in prayers with the WCC staff. On Sunday 24 November, members of the executive committee joined in prayers with various local congregations in Geneva.

Wednesday: A Living Hope. 1 Peter 1:3-12

H.E. Archbishop Dr Abune Aregawi (Ethiopian Orthodox Tewahedo Church) spoke about the doctrine of hope as the fundamental expression of Christian salvation. He underlined the importance of hope sustained by strong faith which, in the case of his own region, was a faith tried and tested with fire of persecution.

Thursday: Hope in New Beginnings. Genesis 9:8-17

Rev. Dr Janet Corlett (Methodist Church in Britain) gave space for silent reflection followed by sharing in small groups in response to three verses on new beginnings in Christ at the level of personal experience, church life and the whole of creation.

Friday: Hope in Death. John 11:17-27

Bishop Rex R.B. Reyes (Episcopal Church in the Philippines) spoke about the hope that sustains him while being subjected to death threats due to his prophetic resistance in a country where principled dissent is equated to terrorism. He particularly spoke about the labelling of the National Council of Churches in the Philippines as a terrorist front and gave thanks for the support they have received from around the world, including from the WCC.

Saturday: Hope in Despair. Ezekiel 37:1-14

Rev. Cora Luisa Antonio Matamoros (Moravian Church in Nicaragua) reflected on the experience of visiting church communities in the aftermath of hurricane Felix in 2007. There was despair as they buried many people including the local pastor, Pastor Padilla. However, God brought hope for new life and the Holy Spirit breathed into them like the dry bones. For the current situation in Nicaragua, she called on the Spirit's support for hope in the midst of difficulty.

Monday: Hope in Uncertainty. Acts 1:6-11

Bishop John F. White (African Methodist Episcopal Church) spoke of a tradition in his church when they have fellowship meals, where folks are told to hold on to their forks after the first course because 'the best is yet to come'. He encouraged members amid challenge and uncertainty to hold onto their forks – for the best is yet to come. He closed with 'many things about tomorrow I don't seem to understand, but I know who holds tomorrow and I know who holds my hand'.

Tuesday: Hope in the Gospel. Mark 4:1-9, 14-20

The Bossey students distributed seeds to everyone, and led a reflection on hope as a seed, based on the gospel reading. 'And that is the way the kingdom comes: the seed from God and the cooperation from God's people'.

2. Opening Actions

2.1 Welcome by Moderator

Dr Agnes Abuom (Anglican Church of Kenya) addressed the group:

'Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.' Colossians 3:23

It is my special task and privilege to welcome you, members of the WCC executive committee, to this storied place and to our semi-annual meeting. I speak for myself, of course, but also for my colleagues in the leadership and for the whole staff of the World Council of Churches. After weeks of preparation, we are ready and eager to join you in working on several important and some urgent matters for the larger good of the fellowship of churches and, we sincerely hope, all humanity.

Hope in fact is our reason for being here: For a world that seems mired in difficulties and so often discouraged, we stand unbowed to offer hope for a better future and a better world. That is who we are. We do not follow the masters of this world, nor the nay-sayers who counsel despair. We are followers of the risen Lord, whose triumph has created a new world of possibility. And through our discipleship here and elsewhere we hope to seek, to model, and to commit to transformative possibilities for all, illuminating the horizon of hope for all.

So let me therefore thank you for your presence, your dedication, and your active participation in this meeting of the executive committee. We know that you lead busy, even hectic lives, caring for your people and your organizations. Your presence here signals a commitment to the wider ecumenical movement of love, joining your work to that of others around the world, advancing serious ecumenical deliberation on our shared challenges, and offering your best wisdom to our shared causes and shared joys.

I offer special thanks to all our ecumenical allies and partners here for their continuing support and creative collaboration. Your presence enriches our work and gives it breadth, scope, and scale. And to the WCC staff, I am grateful, as always, for your work in preparing and hosting this event. This goes double for the general secretary, our friend and colleague Olav, whom we all thank for his ten years of service in leadership, which will end after our next central committee meeting.

I remind you of our special constitutional mandate: as the executive committee, we are gathered specifically to guide and encourage the secretariat in its function of monitoring and accounting the programmatic work and initiatives of the WCC. We also meet to receive and share our own stories from our churches, countries, and regions – looking at global challenges and their impact on our member churches. And, third, here we continue to work through consensus to make decisions about those organizational matters and, on behalf of the wider fellowship, to address those global issues we find most pressing.

Of course, each of our gatherings is also unique, and in several ways this meeting holds special significance. Here we will continue to receive reports of the WCC's programmes and finances but also of preparations for the WCC's 11th Assembly, in Karlsruhe, Germany, in September 2021. In fact, next March's meeting of the central committee will be the last one before the assembly. We will also learn about progress in the Green Village initiative, evaluate next year's proposed programmes and budgets, receive reports from the commissions, monitor and

guide our Pilgrimage of Justice and Peace, receive the study document on diakonia and another on Conversations on the Pilgrim Way, plan for the next central committee meeting, prepare for the election of a new secretary general, and offer public statements on international affairs of moment.

It is a full agenda, and it has been carefully prepared so that we can accomplish our work and so that later the central committee is able to do its work with our guidance and preparation. So I ask you to be thorough in your own preparation and review of the documents. I ask you also, in the interests of time management, to be very brief and to the point in your comments. We value all inputs but do not have the luxury of unlimited time. We can best taste your wisdom in small sips. Further, when we are in the executive committee, we subdue our own representation of our member church to the common good of the council and the whole global fellowship – that which works for the whole body. We have scheduled lots of moments for questions and clarification, and you can reach out during breaks to save time during the meeting.

Finally, I ask in this meeting for your prayerful discernment of what the Spirit is saying to us in our deliberations and in careful groundwork for a successful central committee and, eventually, assembly. In that spirit, and with that Spirit, we will be able better to glimpse the horizon of hope for the churches and all humanity.

2.2 Roll call

The moderator invited the WCC general secretary, Rev. Dr Olav Fykse Tveit to read the roll call. Dr Tveit gave his own welcome and expressed gratitude to the moderator. He read the roll call of members, advisors and staff and gave particular thanks to all the staff for the careful preparation of the meeting, particularly Ms Diana Chabloz (assistant to the general secretary) and Ms Catherine Christ-Taha (coordinator, conference office and governing bodies).

Apologies were received from the following members of the committee:

- Ms Emily Evans (Uniting Church in Australia)
- Rev. Dr Paul Gardner (Moravian Church in Jamaica & the Cayman Islands)
- Rev. Martina Viktorie Kopecká (Czechoslovak Hussite Church)
- Rev. Taaroanui Maraea (Église protestante Maohi)
- Rev. Everdith Landrau (Presbyterian Church [USA])

As the meeting had reached quorum, the executive committee was declared open by Dr Tveit.

2.3 Approval of Agenda

The agenda was approved by consensus.

H.E. Metropolitan Serafim Kykotis mentioned he had received a letter regarding problems with the nomination of a new general secretary, asking this to be put on the agenda. The moderator confirmed that this issue would be addressed during the morning session.

2.4 Approval of Minutes

The moderator presented the minutes from May 2019. The general secretary apologized for their late publication and expressed the hope that minutes of the current meeting could be produced expeditiously. Ms Christ-Taha confirmed that the minutes had been edited as called for by the members and an updated version posted on-line with all changes incorporated.

Mrs Glynn-Mackoul asked for a correction on p. 13: where is should read 'recommendations come **from** ancillary committees to the central committee' … 'the decision **may be** brought to the executive committee for final determination'.

H.E. Metropolitan Serafim asked for a correction on p. 8 referring to his sermon them it should read: **'he highlighted that our love of Christ calls us in repentance, in order to live in reconciliation and unity.**

The minutes with these two changes were approved by consensus.

2.5 Approval of Sub-Committee membership

The membership of the sub-committees was approved by consensus.

2.6 Sharing of ecumenical news from members

The members shared from their respective contexts and churches.

Rev. Dr Samson Olasupo Adeniyi Ayokule (Nigerian Baptist Convention): The Christian Council Nigeria (CCN) by the grace of God marks its 90th anniversary 27-29 November 2019. He will present his anniversary message on 27 November. He asked the members to pray for the problem of succession in The African Church (an African instituted WCC member church) where, after signing the new constitution, there had been controversy regarding the tenure of the incumbent primate, which had split the church and gone to court. The CCN is trying to mediate and pleading with them to withdraw. The CCN has temporarily suspended them from Council activities until they come to mediation with the CCN.

H.E. Dr Archbishop Abune Aregawi Melese (Ethiopian Orthodox Tewahedo Church) mentioned the good news of their president was receiving the Nobel Peace Prize. The Ethiopian Orthodox Tewahedo Church is one of the most ancient churches in the world and the only surviving apostolic church in Sub-Saharan Africa. He also drew attention to the recent tragic events where churches and Christians had been targeted by jihadists and fanatics despite its peaceful legacy and socio-economic service. Some 40 Orthodox Christians have been killed and 25 statues burned as well as the confiscation of religious festive sites which are dedicated to the open-air celebration of annual liturgical festival like Epiphany and Veneration of the Holy Cross.

Bishop Simo Peura (Evangelical Lutheran Church of Finland) mentioned an up-coming visit from the Orthodox Patriarch from Russia taking place in May 2020 at the invitation of three Finnish denominations. Theological discussions with the Russian Orthodox Church have been ongoing since 1970 – so we celebrate this new round of discussions.

Rev. Festus Ambe Asana (Presbyterian Church in Cameroon) told the meeting how the English speaking churches in Cameroon are in a war zone, however hope remains. An election of a new leadership in the church had been held under these difficult circumstances. Schools have not been open for the last three years. Teachers and pupils have suffered. Church schools have also suffered a lot as they used to be some of the best schools with the best results in the country. Some churches are meeting in the forest and many people have become refugees, escaping to the French speaking regions or to Nigeria.

H.E. Archbishop Dr Vicken Aykzian (Armenian Apostolic Church, Mother See of Holy Etchmiadzin) remarked that he could not see anything in the meeting's agenda about the

Middle East. The situation is getting worse in Lebanon, Syria and Turkey with the killing of innocent people and many becoming refugees. He expressed the hope that WCC will not be late in catching the train and taking up its responsibility. He mentioned the occupation and ethnic cleansing by the Turkish army and the case of an Armenian catholic priest who was assassinated with his father by ISIS as they were travelling from one village to another. He asked the committee to consider this burning subject.

Rev. Dr Manhong Lin (China Christian Council) brought greetings from her church. Amity Printing Press is celebrating the milestone of the printing of 200 million Bibles. 120 million have been sent overseas, with 80 million used by Chinese Christians. This year is also the centenary year since the publication of the Chinese Union Version of the Bible, an old but popular version. In June China Christian Council hosted WCC Faith and Order Commission and also the visit of the general secretary. Dr Lin expressed her appreciation for the visits.

Rev. Cora Luisa Antonio Matamoros (Iglesia Morava en Nicaragua) shared various issues regarding Central America. She mentioned political challenges where the church is sometimes silent. Also, the challenges of malaria and HIV-AIDS particularly in Honduras. In Nicaragua, both Baptist and Moravian churches are members of WCC. Moravians are facing problems, splits, aggravated by poverty and conflict on theological interpretations. The church's funds have been frozen by the government. The presbyters met last week to celebrate an extraordinary synod. Opposition members were invited, and they appointed two new bishops. She thanked WCC for accompanying the national governance body. There has been a delay, but we hope to invite the general secretary to visit Nicaragua.

Rev. Dr Hyunju Bae (Presbyterian Church of Korea) spoke about the general secretary visiting Korea last week and confirmed the continuing of the work of for peace and reconciliation in the Korean peninsula. The hope of the Presbyterian Church of Korea is to gather wisdom in response to the WCC assembly theme: confessing that Christ's love moves the church to reconciliation.

Bishop Petra Bosse-Huber (Evangelische Kirche in Deutschland) talked about preparing for the WCC assembly and the Kirchentag. Germany has also celebrated the 30th anniversary of the peaceful revolution in Germany and in the whole of Europe. There remain many serious questions with divisions between East and West.

Dr Abuom expressed gratitude to God and to the Church of Norway for appointing Dr Tveit as Presiding Bishop when he steps down from his WCC role as general secretary. His installation will be on 26 April 2020.

H.E. Metropolitan Serafim Kykotis (Greek Orthodox Patriarchate of Alexandria and All Africa) reported that since the last meeting an ecological conference had been held with His Holiness, Ecumenical Patriarch Bartolomew and for the first time they had a syllabus on ecology for all levels of their educational institutions. He considered that the climate crisis is the result of our sins and so we need an ecological repentance for the future of humanity. He mentioned many other activities including the annual synod in Alexandria. He asked about the initiative on sustainable goals and mentioned a meeting with Anglicans to publish a text on ecology and bioethics.

The following news was added later by Bishop Rex R.B. Reyes: 'I take this opportunity to thank the World Council of Churches for the solidarity it expressed to the churches in the Philippines following the labelling of the National Council of Churches in the Philippines as a terrorist front by the Department of National Defence and the Armed Forces of the Philippines. The support we received from around the world is truly encouraging as the NCCP remains true in the task of prophetic witness and service amidst a situation where principled dissent is equated to terrorism. Earlier in August we were encouraged by the visit of the WCC Pilgrimage for Justice and Peace team. We've had had to delay releasing to the public the statements and observations of the team until all of them departed from the country. The defence of human rights and civil liberties, humanitarian work as we experience the effects of climate change, and the call for the resumption of the peace negotiations in the country will be important concerns for the churches in the months and years to come. Meanwhile, next week the NCCP will hold its 25th General Convention, hosted by the Lutheran Church in the Philippines. It has set as its theme for the next four years, "Lifting up our voices without fear" inspired by Isaiah 40.9.'

The moderator summarized the celebrations, challenges and needs for prayer and asked for a time of silence and then a prayer from Bishop John White.

3. Report of the General Secretary

3.1 Preliminaries

Before inviting the general secretary to give his report, the moderator recognized the presence of Mr Georges Lemopoulos who had been invited to advise the executive committee on governance and rules and careful compliance with the WCC constitution as well as on consensus decision making. After questions from the executive committee it was noted that the leadership group had invited Mr Lemopoulos.

The participation of Mr Lemopoulos was agreed by consensus.

3.2 Reading of the report

The general secretary introduced the report by saying that it was both our story and his story.

The One Human Family

All things came into being through him, and without him not one thing came into being. What has come into being in him was life, and the life was the light of all people. John 1:3-4

In this report I wish to draw our attention to an aspect of the message of the incarnation that has become all the more important to me personally and in my work for the World Council of Churches. We are again preparing to celebrate the incarnation. The birth of Jesus is described in the Gospel of John as the Creator's care for the world. We have come into being in him. This is the scriptural affirmation of God's love for the world, for the whole world, for "all people." Jesus is the life and the light of all and for all. Jesus as the Word of Creation is near us, among us, one of us. He is here for us and our salvation.

The Holy Family is described in the gospels as a vulnerable family, and a sign of the whole human family, living under pressure and threats, but in faith, hope and love. They are surrounded by the angels, but also by animals and everything God created through the Word.

The light and life of the world that we celebrate at Christmas are even more needed in a world threatened by our human actions and by lack of care for this earth, our common home. The Christmas message is for everybody and about everybody.

At the World Council of Churches, we have a special call to be a sign of this new creation, this one human family in which we take care of one another, in all the diversity in which the Word created us, and in all circumstances. We trust in and are entrusted with God's care for justice, peace, and our future - particularly the future of our children – and grandchildren—for all who come after us.

I want to see my reporting from that perspective: How are we called to and enabled to show God's care and affirmation of the whole human family, in a way that expresses Christ's love and bring hope for reconciliation and unity? A lot of what we are doing is actually about that. I present here some reflections about some pieces of the work of the WCC since May, in addition to all that is prepared and written in the documents you have received. I think in all this, we can pose the question above to ourselves and our plans for next year.

1. "The One Human Family" in "Our Common Home"

We are in an urgent, critical situation in the world. The environment and future conditions for human life and all living organisms are threatened. I am honoured to present and represent the work and commitment of the WCC, our member churches, and our ecumenical partners for a sustainable world. I had the chance to do so in two events in New York City, in the UN and related organizations. One was the Kofi Annan Faith Briefings of the UN's Multi-Faith Advisory Council last July, addressing what we are doing to meet the Sustainable Development Goals (SDGs). The SDGs are interrelated, and most of them are somehow addressed in our programme plans. I was particularly asked to focus on the Churches' Commitments to Children, and its connection to addressing global warming and climate change. Later, in September, several events related to the High-Level Summit on Climate Change on the eve of the UN General Assembly. The WCC, together with local partners, invited people for a prayer service in the Marble Collegial Church in New York City. I preached there about the question Jesus asked Peter three times, "Do you love me?" and how the focus shifted to taking care of the flock. I focused on how Christ's love for the world must be shown in what we do to protect and steward all that is created and loved by Christ: the one world and all the people in the world. We cannot respond to the call to love God and our neighbour as ourselves without showing our love and care for all God's creation. Climate change makes poverty more critical, the many who live from farming now experience unpredictable weather and seasons, making the vulnerable more vulnerable. It is a matter of deep justice, as so much else is in the world. It affects all dimensions of life, and therefore all the SDGs.

It is impressive to hear and see how the churches around the world are raising their voices and issuing calls for pilgrimages of climate justice, getting into serious discourse with governments and the finance and business sectors. The national arenas are in many ways the most critical at the moment. The Paris-agreement must be implemented by the governments – and by others, even when the governments fail to do so or deny their responsibilities.

There are several ecumenical and interreligious initiatives in this respect. In this context I will pay particularly respect and honour to the Ecumenical Patriarch's initiatives and leadership, as he has been leading in showing how, as churches and disciples of Christ, we can make a difference for the environment. One of our most faithful participants in the WCC climate

justice network since it was established was Mr Elias Abramides, a member of the Ecumenical Patriarchate in Argentina. He died recently, but his work and vision, particularly in the meetings of the COP, continue to inspire us. We will continue his work in the next COP in Madrid this December, another milestone in our work as One Human Family to show that we care for more than national interest or short-sighted financial gain or languishing in ignorance. This is the issue where we know that all will lose if we do not solve it together through swift and strong joint efforts.

We all have to contribute to the changes toward sustainable work, travel, consumption, and living. We are proud of having developed our building project, the Green Village, with every possible initiative to make sure that its buildings are constructed and used as sustainable environments for working and living. It is also moves toward using renewable energy for heating and cooling, for electricity and much more. An example of this is the contract between WCC (to be transferred to new owners), Implenia and Sunergic for a micro-grid that was signed last week. “Micro-grid” refers to solar panels in a network. We are also very proud of now having launched the certification of the Green Village Project under the label “One Planet Living.” This is exactly the perspective of the “one human family” in “our common home” put into practice through definitions of new standards. We are also changing our plans for 2020 in the direction of more sustainable work. I have asked colleagues to see how the programmes can reduce their carbon footprints from flying by 20 percent. This is a lot, but I believe we should and can do that, at least for the next year, to come to another level of air travel and using other tools for working together. For example, I have participated in a webinar on racism that brought people from the whole world together for two hours, with different competences and contexts, without flying.

2. Combatting Racism

The one human family is facing another threat, from growing racism in all parts of the world. We agreed in May that we should continue to work on a concept note for a new programme to combat racism. This is done, and it is presented to you in our documents.

I want to emphasize here that the problem of racism is growing quickly in many, if not all, parts of the world. That means that a new programme to combat racism must address this poison as it appears in many forms in many contexts. It must particularly help the churches to be able to analyze its roots and how it appears in attitudes, practices, policies, politics, public discourse and debates, legal systems, and much more. Now is the time to move beyond discussion based on accusations and denials of being a “racist.” Most people would deny that, without reflecting on how we are all involved in cultures and practices of discrimination, degradation, prejudice, a sense of superiority vis à vis others, and exclusion. The WCC should use its potential for being a platform of sharing, empowering, analyzing, and learning what this is and how to address and combat it. The educational dimension needs particularly to be emphasized, but also how this has to be analyzed as to how we preach and work in the churches and together. These are profound theological questions for us who believe in one God, the Creator of all human beings in God’s image, and in Christ’s love and its power to move, reconcile, and unite the world in justice and peace.

A theological conference in Japan in August addressed this theme through substantial contributions, and more work has to be done in strategizing, analyzing, and developing programme activities. Several meetings, conferences, and initiatives are already being taken

this year with the focus on racism under the Pilgrimage of Justice and Peace; some of it was reported already in May.

The WCC has a strong legacy in its historic Programme to Combat Racism, which should be activated as a source of inspiration and learning. It had a special focus on the Civil Rights Movement in the USA, and in combatting the apartheid theology and system in Southern Africa. I had the privilege, together with the moderator of the central committee, Dr Abuom, to participate in the NCCUSA's event Virginia in October commemorating 400 years of since the beginning of slavery. This was a very moving moment, a moment of truth and lamentation, and of critical reflection on the theology and practices of the Christian tradition and our churches. I had the privilege to share in a seminar about the work of the WCC on this issue in the past and the present, and our plans for the future. Dr Abuom and others delivered a strong message about what our faith in the God of Life, the real God and not in others, has meant to survival, and to combatting the terrible injustice that slavery introduced and whose effects still mar countless lives today. Responsibility for slavery rests with many people and institutions (including the churches) in North America, but it was also a trade that involved other continents, particularly Europe.

One of the lessons learned for me was the brilliant analysis by Dr Ibram X. Kendi of what racism means today in the systems and practices of all sectors of life in the USA that go far beyond the legal systems, for example. The opposite of being a racist is not saying, "I am not a racist." The opposite is being an anti-racist, addressing the issues in all dimensions of life proactively and with increased understanding.

The programme we should develop as the WCC must be comprehensive, but also strategic in terms of what the WCC can and should do. I believe that this is a programme that particularly needs the active participation of our member churches and partners. It must be developed also by them according to the needs of their contexts, but together in a fellowship of solidarity for justice. Something is already done and formulated in our plans. But more should be discussed in depth in relation to and at the 11th Assembly, in anticipation of its being a future priority of the WCC afterward.

3. Living together and dialogues with peoples of other faiths

The WCC this year celebrates 50 years of the programme for relations to other faiths, by launching a third journal, upgrading the publication *Current Dialogue* to the level of a theological journal. Competent people from different churches and academic institutions will guide the project through the editorial board, and through published articles. This academic and practical approach to building bridges between peoples of different faith traditions in the one human family has proven to be absolutely necessary, and it has been accepted and embraced by the member churches after being critically scrutinized in the first years.

A new initiative was launched recently in Cardiff, Wales, a network of officers and representatives of churches working particularly on these issues in the churches. This is a tremendous resource for the fellowship, and it will strengthen the work of the WCC in this field in many ways. I had the privilege to participate in the launching event, sharing some reflections on how I see the work on interfaith encounter and dialogue and collaboration in the WCC. We work on the basis of our call to work for peace and justice in the one human family, and this has become a dominant perspective in this programme in recent years. Religion is increasingly abused to legitimize conflict and violence. We have to deal with this in

mutual accountability to one another for how our traditions and holy texts bring wisdom and hope, but also have been used to motivate conflicts and oppression. The theme of the 11th Assembly will help us to reflect more on how our faith in Christ is our identity, our call to being peacemakers and inclusive and care for the life together, but also our basis for sharing the gospel of Christ's love.

The reference group on inter-faith relations has done what it was asked to do and has revised the drafts of the document on religion and violence. The group is now taking into account the many comments and critical remarks to it. In the next period it will be analyzed and revised further by the SLG and discussed internally among WCC staff. I hope that it could be brought then to the executive committee in its meeting in March 2020 to be reviewed and revised, to be presented to and received by the central committee and shared with the member churches and beyond.

In our plans for this programme for 2019, approved by the executive committee, there were defined tasks to further develop and make public the efforts to re-establish a dialogue with international Jewish partners. Over the last years I have been involved in meetings to work in that direction together with participants from member churches, led by H.E. Archbishop Dr Vicken Aykazian, and there was a break-through in our meeting in Paris in June in the sense that were a common understanding that the dialogue should continue as an open, honest, and accountable one. The theme for the meeting was "The Normalization of Hatred," discussing how religious communities can combat all forms of hatred, particularly in public speech and social media, and can work to prevent violence, also against religious communities and sometimes with some religious legitimation. From our side, we emphasized that the WCC fights against all forms of attacks against religious groups, Jews, Muslims, Christians or others.

We are all worried that there is a significant increase in hate-speech against religious groups, violence and several terrorist attacks on sanctuaries and people praying there. This has shocked the whole human family, and we have to acknowledge that some of it is done while claiming a religious motivation. We also emphasized, through a presentation by Director of CCIA, Mr Peter Prove, that the new definition of "anti-Semitism" from the International Holocaust Remembrance Alliance, an intergovernmental organization is unacceptable as it falls short of offering protection against political misuse of the definition. For example, those who criticize the policies and activities of the state of Israel might unduly be called anti-Semitic.

We also have opened a new relationship to the Sikh-communities in the world, and have had a first meeting in this respect in the Ecumenical Centre in Geneva on 5 July. The WCC's hosting and convening this meeting was greatly appreciated, and we had strong collaboration also with other Christian partners, e.g., the Vatican's Pontifical Council for Interreligious Dialogue. Bishop Miguel Ayuso was present as their new president, and the collaboration with them has been strongly developed. I sent him my congratulations when he was elevated to cardinal recently, and we sense a genuine interest from their side in cooperation with the WCC on inter-faith initiatives.

Recently I was invited by representatives of Pope Francis and Sheik Ahmed Al-Tayeb to participate in a meeting to discuss the potential future role of the WCC general secretary and the WCC partnering in implementing the commitments of the document signed by the two in Abu Dhabi on "Human Fraternity." The themes and the initiatives are significant and urgent,

building bridges and taking new initiatives to protect people from violence, conflicts, and divisions related to religion, and to change the culture of conflict and hatred. I have answered that we in the WCC are committed to working for a manifestation of "the one human family" in the churches and the societies in which we live. The resources made available for new initiatives are coming particularly from the UAE, where the signing of the text was held. The independence of this initiative from national governments was emphasized. However, the WCC must explore and assess the concept as it develops before a further decision is made.

4. A human family of service, care, and justice: International *diakonia*

The significant work done to establish a common platform for the WCC, our member churches, and our many partners on ecumenical *diakonia* now comes to a conclusion. The document was discussed thoroughly at the central committee in June 2018, and all comments were taken into the process of revision of the document. It is important for our programme work on *diakonia* with our member churches and particularly for our cooperation with many partner organizations doing ecumenical international *diakonia*. I am particularly grateful to all from this committee and from our partner organizations who contributed to the first draft and have now responded to the many comments and proposals from the central committee.

We are continuing our reflection on how the WCC works together with ACT Alliance in this field. I am grateful that they will launch, publish, and use this document as a common resource for our work and cooperation.

We also continue working on how to define our relationships and division of labour, and the roles we have to fill in the one ecumenical movement. This is particularly pertinent in the issues of advocacy, in respect to who is speaking on behalf of the many churches in the world, on which issues, and with what profile and mandate. The WCC role must continue to be the leading voice and agent in this respect, with support from others, like ACT Alliance and their members, and with defined distribution of some dimensions of ecumenical advocacy. We have scheduled a joint meeting for February of the WCC leadership and the relevant level of ACT Alliance to bring as much clarity and accountability as possible.

The one, whole ecumenical movement is accountable to God's call and to the call from the needs of the whole human family. We have different roles and capacities, different means and competences, but we must as the WCC particularly fill the role of defining the common ground and the common goal, as well as contributing to coordination and mutual accountability. There is a shared understanding by many, also expressed by the ACT Alliance general secretary, Mr Rudelmar Bueno de Faria, to me, that this is how we understand the role of the WCC.

5. A human family with difference and respect: A Gender Justice Policy for the WCC

We live together in the world and in the churches trying to build a just community of women and men. The proposal for a Gender Justice Policy for the WCC as an organization has been further revised and is now presented to you with a new proposal for practical implementation in our staff rules, etc.

We remind each other that the work on the Gender Justice Policy was completed by the WCC Gender Advisory Group, which was formed by the general secretary in consultation with the executive committee. Its terms of reference were adopted by the central committee in its

meeting of August/September 2012 in Kolympari, Crete, Greece, and shared with participants in the women's and men's pre-assembly of the WCC 10th Assembly in Busan in 2013.

As a harvest of reflections over time in the work of the WCC, this policy document is divided into five sections. The first focuses on the rationale for the policy, which describes how the unequal and unjust power relationships that exist between women and men, have impacted the ability of God's people to live life in fullness. The second section describes the historical background that informs the drafting of the policy, found in the many statements, reports, policies, and guidelines of the WCC. The third section presents the biblical and theological foundations for gender justice, and the fourth section outlines the principles that derive from these foundations. The fifth and final section proposes the implementation of the gender justice policy by the different constituencies of the WCC.

The WCC as a fellowship has a shared commitment to be a just community of women and men. The gender justice policy comes out of this shared vision of a just community of women and men. This shared commitment is now expressed through the WCC Gender Justice Policy to give direction to how we work and therefore serve as an instrument for the WCC as an organization for its staff, commissions, reference groups, and governing bodies. This is a piece of work that is to be recognized and honoured and made available to the churches for them to study as they want and find useful for their own reflections. The issues raised in the report are discussed in all churches in different ways, and with different principles and practices. The WCC should honour its role of providing platforms for exchange and reflection, and an environment for mutual listening and respect. You are invited to consider the policy and prepare recommendations for action by the central committee at its meeting in March 2020.

6. One Ecumenical Movement: The Regional Ecumenical Organizations and the WCC

In July we had a very fruitful meeting here in Bossey with the general secretaries or those representing the staff of the regional ecumenical organizations (REOs). Since that last meeting, a proposal for a memorandum of understanding was presented by some of the general secretaries and some of our staff. It was discussed and revised according to the common will to improve the cooperation, coordination, and the accountability among these organizations, showing that we are working as one ecumenical movement. It is not a document saying that there is a hierarchical structure or that any partner can block the work of the other, but that information and consultation should be done in due time when programmes and projects are happening in the same region or on themes that are a shared priority. This is a commitment to steward well the resources available for our common work, and to involve one another in the work. I believe this has been helpful for improving the relationships, but also serves a guide to how we work in the future.

Some of the REOs have serious problems. The Latin American council, CLAI, was not present at all, as there is no general secretary there, no staff, no office, and a board that has not been able to agree to meet. The meeting in July wrote a joint letter to the members of CLAI to express our sorrow and worry about their absence at the table of the one ecumenical movement, particularly in a time when there are so many challenges for their countries and the churches in their region that call upon the churches for joint efforts and a common voice. The responses to the letter expressed a hope that the WCC could play a role of bringing them together again. An effort from my side to call the board of CLAI together for a meeting in Brazil in October failed. The advice I receive from many who relate to the churches in the

region, is that the churches should be addressed directly and invited for a new meeting to discuss the future of ecumenical cooperation in Latin America.

I also visited the Methodist Church in Mexico in October. They have frozen their membership since 1994 but had wished to reconsider their relations to the WCC and the ecumenical movement. They invited me to meet with their bishops and the Cabinet of the General Conference. We met in Monterrey for two days; and I presented the basis, the work, and the profile of the WCC of today. They showed a great deal of interest in how the WCC has gone through a process of the common vision and understanding of the WCC as a fellowship of churches, the use of the consensus method, and our strengthened relationship to the Roman Catholic Church and on what basis and how inter-religious dialogue and cooperation are pursued now. I invited them to make decisions that could enable them to participate fully again, and particularly in the assembly.

We have had meetings with several churches and partners from Brazil, discussing how the ecumenical fellowship can address the drastic changes in that country related to political directions, care for the environment, the protection of minorities, the rights of indigenous peoples, the rule of law, democracy, etc. The Roman Catholic Church was also present. The work will be continued in cooperation with ACT Alliance and others.

We have also addressed the situations in Chile, Bolivia, Colombia, and Nicaragua, and we have been present at a conference on migration and racism in Ecuador recently.

The visit to Mexico and other sources of information show how the situation for asylum seekers who must leave their homes in Latin America and Central America is very serious, and how the churches try to address them in humanitarian help, etc. The very heavy restrictions and limitations of the rights to seek asylum or to migrate to the USA have affected their total situation severely. The church in Mexico told how they had to feed refugees who were waiting for asylum decisions from the USA or were rejected from entry.

From only being a partner to the regional organizations, the WCC together with other REOs can be of help and serve as a facilitator for new processes in these regions where we are asked to do so. We must pursue processes that are owned and led by the churches themselves. These are also relevant issues to discuss in relation to the Caribbean Conference of Churches.

7. One Human Family in Diversity: Together on the pilgrimage way

We are in the one human family people of difference and diversity, including in sexuality, and it falls to the central committee, together with the executive committee, to discuss several dimensions of human sexuality, for example, gender-based violence.

Before you is the report of the Reference Group on Human Sexuality. Mandated by the 10th Assembly of the WCC at Busan in 2013, and reiterated by the executive committee meeting in 2014, a Reference Group on Human Sexuality was formed. It was tasked with presenting reflections on different sources and foundations for discernment on issues of human sexuality; outlining common theological principles for understanding human sexuality; identifying the signs of the times on how sexual and gender-based violence are experienced by different groups; sharing information on different aspects of human sexuality as experienced by the WCC fellowship; and providing examples of establishing safe spaces of dialogue for conversations on human sexuality.

Conversations on the Pilgrim Way document is the latest in a 50-year series of conversations by member churches of the WCC. It is the result of a variety of conferences, consultations, and study processes conducted by churches of different denominations and traditions and from different regions of the world. The report draws on the work of the different commissions of the WCC and materials which have been presented to the governing bodies of the council. It wrestles theologically and pastorally with situations that confront contemporary societies, and it seeks to offer a theological framework for discernment. *Conversations* is a sharing exercise, and an invitation to member churches to share further their insights on, theological approach to, and experience of responding to human sexuality concerns. We are aware that church responses to the issues of human sexuality continue to be divisive within and between churches. *Conversations on the Pilgrim Way* seeks to explore how to maintain fellowship while holding different positions on issues of human sexuality. It lifts up examples of "safe spaces of dialogue" to help the churches engage in discussion of these questions. These discussions are urgent, as violence against women and children continues apace. Discrimination and stereotyping on grounds of sexuality is a recurring reality for many. The report reaffirms that: "Every person, inclusive of his or her sexual orientation, is created in the image of God and therefore irrevocably needs to be treated with utmost respect, dignity and love" (6.2.3).

This report has been submitted for peer review, and most of the advice offered has been taken into account in its finalization. I believe that the Reference Group has fulfilled its mandate, and I ask you to transmit *Conversations on the Pilgrim Way* to the central committee for discussion and further action.

8. The Wider Ecumenical Family: A Visit to the Pentecostal World Fellowship

The relationships to the Pentecostal World Fellowship (PWF) has developed quite significantly over the last decade. I was invited to the assembly of the PWF in Calgary, Canada, and this is the third time I have participated in such events. I was again offered the opportunity to give a speech at their ecumenical dinner. This time I was also invited to participate in a workshop on ecumenism, a novelty in these events. The conversation was very rich and profound, with an openness and interest in the WCC and our role that was very encouraging. The hosting Pentecostal churches in Canada, led by Rev. David Wells, have had significant ecumenical involvement and commitment already. Rev. Dr Mel Robeck and Rev. Dr Harold Hunter, who both have participated frequently for a long time in the ecumenical movement and also in the work of the WCC and the Global Christian Forum, were central in facilitating this conversation and my participation. The outgoing president, Rev. Dr Prince Guneratnam, has also been playing a significant role in building these relations. I see that the need for theological reflection and wider ecumenical relations are acknowledged also in the Pentecostal movement, and I am hopeful for the outcome of the work of the joint working group between them and the WCC. They met recently in Bossey, and had a very fruitful and constructive meeting. I also met with them there.

9. National Councils of Churches

We have had the privilege also during this period since May to visit or receive visits in Geneva from several of the national councils of churches or similar institutions (Denmark, USA, Canada, Korea, Sudan, Brazil, India, Norway). The visit I had in connection with the Faith and Order meeting in Nanjing (see the report from the Faith and Order director) to the China

Christian Council reminded me that they are not only a member church but also have the character of uniting many churches in China.

The national councils of churches play significant roles in the one ecumenical, conciliar movement, and are in many cases and different ways the most effective instrument in applying and promoting initiatives and advocacy together with the WCC. Many other countries could be mentioned, where the national councils of churches really are the leading force in ecumenical work for visible unity and promoting practical initiatives. They should be involved systematically and proactively in our work, even if they themselves are not directly members of the WCC. However, they have many resources that are of high quality as partners for the WCC. I want us to affirm that we honour and pay attention to their work and will continue to work closely with them as partners.

10. Our relation to the hosting churches in Switzerland

It is not so often that we pay visits to those who are closest to us, even as we work together often and in different ways here in Switzerland. I was invited to address the assembly of the Federation of the Protestant Churches in Switzerland (FEPS) and to have conversations in Bern with church leaders, as well as with ecumenical officers and ecumenists in academic settings and churches recently. The federation will now become a church structure, Evangelische Kirche der Schweiz (EKS). This was their last assembly in the old format. They need to rationalize their cantonal functions and increase cooperation.

The commitment to support the WCC was strongly affirmed, both in the work from Geneva and particularly the work in Bossey. Representatives of the local church in Geneva, including Rev. Emmanuel Fuchs from Saint Pierre Cathedral, stood up and related how their cooperation with the WCC has developed significantly the last years and has added a new dimension to their life and work in Geneva.

I think we need to strengthen this relationship to the Swiss churches, since they are hosting us but also are our closest partners in many ways. We also work with the Swiss mission agencies and the institutions for humanitarian and development aid, as well with the foreign ministry of Switzerland for our different projects. In Geneva we also work well with the local authorities, particularly now, during development of the Green Village.

Due to their understanding of the context, culture, and conditions for working here, and their heritage and willingness to contribute, the Swiss churches can help us with, and must have a significant place in, the work of the council. I want to express our and my gratitude for their strong commitment and support, but also for their open-minded and critically constructive approach to the work with the WCC.

11. The ecumenical fellowship and the work for a just peace for Palestine and Israel

We have had from time to time – or most of the time – some challenges related to the work of EAPPI. At the moment the Jerusalem office seems to work well, and we have EAs participating and reporting well. The programme is all the time under some attack, for example, as it was some months ago from NGO Monitor. We see how the funding basis for national offices recruiting for the programme is attacked. Still, the church partners with whom we work continue to contribute substantially to this significant and critical programme for the people on the ground and for the WCC's witness for just peace in the world.

The initiative to restart the Palestine Israel Ecumenical Forum by inviting some of the partners locally to get together with WCC representatives in Bethlehem in June was a good next step in mutual understanding and commitment. The next, wider forum, to discuss present challenges and to revise strategies, was clearly desired, and it is now tentatively scheduled for February 2020.

The week of Work and Prayer for Peace for Palestine and Israel is observed by several churches in September, and it continues to focus on the need for a just and sustainable solution.

Questions of the policies of the WCC are raised from time to time, and they were discussed at length in the meeting in June in Bethlehem, particularly the issue of the feasibility of a two-state solution. There are many doubts and little commitment to it, as the so-called peace-plan from the USA does not make it a real option, as far as we were informed then. Other issues on the world agenda are dominating at the moment, yet the occupation and the initiatives for annexation of Palestinian land go on. The developments in the demographic realities in the Palestinian areas are worrying.

The work for a Just Peace must go on, but it needs constant and renewed attention from the WCC.

12. Green Village

We will hear and read new reports on the work for this significant and promising project. The attention to this is demanding, but we now see rewarding results. We are working toward the first sales contracts in December. Now we also see concrete changes happening on the ground, as new interim parking spaces are made outside my office. I had the promise from Implenia that they will start digging before I leave office. Now we expect the great enterprise to start in the beginning of January.

We have made a lot of progress, and work is done every day from the side of the WCC. Now it is time to increase our staff capacities for this project, in addition to the significant work that the Director of Finance, Ms Elaine Dykes, and other colleagues are doing, to make sure all our interests are well taken care of and to secure progress all the time. We will have more presentations and time to discuss this. I think it is also time to increase the members of the Steering Committee at this point.

We are particularly satisfied that we have launched the One Planet Living label on the whole project, together with World Wildlife Fund (WWF), Grand-Saconnex and Implenia. This is representing a new standard of sustainable quality as an added value for our buildings and the use of them, the first of its kind in Geneva.

13. The one human family – and the one church family

In a phone call from the former president of the WCC, H.B. Archbishop Anastasios of Tirana, Durrës, and All Albania, I was reminded of how much has changed during these last decades in the relationships among the churches through the work of the WCC. He particularly encouraged me to see the great picture, to see how God's call to unity, common witness, and service goes on and has been blessed by so many new opportunities over these years. Together we could remember his prayer for me immediately after my election, and I could affirm to him that the blessings of God on the work of the WCC continue in many ways

through what we are doing together. The archbishop said he was thanking God for how we have become able to be an expression of God's will for the church and for humanity, in spite of all our shortcomings and challenges in the church families and in the one human family. We are the churches of the resurrection. As we carry our cross, we are reminded that the resurrection is always revealed and happens through the reality of the cross.

From the beginning to the end, it is all about Christ, who is the life and the light for us all.

The general secretary then highlighted the following points:

1) Conversations on the Pilgrim Way: The general secretary asked for the discernment of the executive committee on how this document would be presented at central committee. The leadership team have suggested that the document be transmitted to central committee as a document for information and as a resource document for and ecumenical conversation at the assembly.

2) The general secretary had met with the Palestinian ambassador in Geneva last week. The ambassador had three points: i) don't give up work for self-determination for the Palestinian people and don't change your goals ii) please go on with your work of advocacy, EAPPI and ecumenical accompaniment programmes because it means a lot to us and iii) it is good that WCC has dialogue with Jewish parties internationally. The ambassador asked the general secretary to transmit these sentiments to the executive committee.

3) The general secretary reminded the meeting of the unity of the household of God, the church with all its challenges and struggles. The report shows how relationships have been strengthened, developed and grown. The report has touched on all key programmatic areas however we must remember that it all begins, continues and ends with God.

3.3 Discussion of the report

The moderator reminded the committee that they were still in a hearing session. The report would be referred to all sub-committees except for Public Issues.

H.E. Metropolitan Prof. Dr Nifon of Targoviste (Romanian Orthodox Church) said that the report is impressive and comprehensive and perhaps one of the longest and most comprehensive that the committee has received. Metropolitan Nifon asked whether this is because this is the last report of the general secretary. He also said he would have liked to see a chapter on so-called Christian unity in the spiritual and theological sense. Despite all our programmes we must never forget that the ideal of our movement is to work for Christian unity and Eucharistic communion, according to the first chapter of our constitution.

Mrs. Anne Glynn-Mackoul (Greek Orthodox Patriarchate of Antioch and All the East) expressed appreciation for report and the work it represents. Particularly she appreciated the statement that is all begins and ends in Christ.

Rev. Dr Samson Ayokunle joined in the appreciation of the report. He referred to the item regarding CLAI and advised the general secretary to follow up on this by inviting the leadership directly to address the issue of unity and representation at WCC.

H.E. Metropolitan Serafim Kykotis referred to the reference to national interest and commented that when we protect humanity, we protect our nations too. The Green Village initiative reminded him of the festival of Passover. He urged WCC to learn from past mistakes. With reference to the climate crisis he recalled St Peter's call to repentance after his sermon at Pentecost. It should be remembered how no one was poor in that first Christian community. He emphasized the need for *metanoia* and to have the mind of Christ.

Rev. Cora Luisa Antonio Matamoros highlighted the very important issue of the rise of racism in her own context.

Rev. Dr Hyunju Bae expressed gratitude for a comprehensive report. She raised the issue of the National Council of Churches in Korea, NCCK, and asked that the advocacy for peace in collaboration WCC should not weaken the active participation of local member churches or alienate them.

H.E. Metropolitan Prof. Dr Gennadios of Sassima (Ecumenical Patriarchate) remarked that the report does not give the impression that it is the last report. If so, it would have been written with more consideration of future directions and with some more self-criticism. Also missing was any reference to the assembly.

The general secretary assured Metropolitan Gennadios and Metropolitan Nifon that there will be a substantial report to the central committee in March which will provide the kind of reflection they have asked for. This is a six-month report and not a final one. The assembly will be part of the report to the central committee and there will also be a deeper call to unity in that report. Dr Tveit asked the committee to pay attention to the Faith and Order Commission report and particularly the 'Church towards a common vision' document. He had recently received a substantial response from the Roman Catholic Church. This is a process with many of significant contributions.

He also acknowledged that there is a challenge related to regional ecumenical organizations. They have their own self-identity and do not belong to WCC. He understood and shared the concern but was also unsure how proactive WCC should be in trying to solve problems in regional bodies. He expressed his willingness to hear more from the executive committee as to their thoughts on WCC's role. The national councils of churches are not instead of, nor an obstacle to member churches' relationship to WCC. For the assembly it is important to address member churches as the main partners. Implementation of action and advocacy e.g. on racism and migration, is stronger when national councils can bring churches together. This is not 'either-or' but we must remain attentive and support each other.

The general secretary acknowledged that we have many reasons to reflect self-critically. We often call for self-criticism in the ecumenical movement and genuine accountability by churches.

Dr Tveit thanked everyone for their encouragement and comments. He reiterated that the committee should see their meeting as an important step on the way to the central committee and assembly, and to facilitate those future events. The executive committee can help central committee make good decisions both for the assembly and the programme areas going forward.

The moderator reiterated that the report now goes to the sub-committees.

The report was received for further discussion by consensus.

The moderator summarized what is expected of the executive committee and asked the meeting to agree to the proposed process. This includes elaborating on the programmes and budgets for 2020, preparing the agenda for the central committee, thinking through in sub-committee how to process documents such as the working paper on Ecumenical Diakonia and the Conversations on the Pilgrim Way. There is also the logo/symbol for the assembly to be considered. After presentation in the plenary the sub-committees will do their work including work on the public issues, communications strategy, youth strategy and the next phase for the Green Village project. The moderator reminded the committee of the very concrete and detailed work to be done.

The meeting agreed to proceed by consensus.

3.4 Discussions regarding the search committee process

The moderator reminded the executive committee of the rules and process regarding the search committee's work. The search committee is elected by central committee and reports directly to the central committee. The search committee was mandated to look for a new general secretary as per the rules for process. Firstly, a moderator of the search committee is decided by a vote of the members. The one who garnered the most votes stepped aside so the position was taken by the one who received the next highest number of votes. The committee met, reviewed the roles and responsibilities for the general secretary and developed a vacancy notice to send to member churches and publish on the website. This advertisement gave the time limits for applications with a closing date at the beginning of May 2019. From that time, the committee engaged in a review of the applications. Applications were checked to ensure all necessary materials were submitted and then there was a short-listing process leading to the interviews with four candidates. Following the interviews, the search committee decided to announce a two-person short list. This was approved by the moderator. The search committee will present their report in March to the central committee and there the rules governing the election process will be followed. This is where executive committee members will be invited to comment.

Mr Georges Lemopoulos explained the process at central committee and underlined that the executive committee has no mandate to engage in the processes of the search committee. As the household of God we are engaged in genuine discernment and members of the executive committee must be careful to abide by the rules. Whatever communications have been received, these may not be within the rules and they may compromise the process. He encouraged the executive committee to provide good leadership.

He appealed to members to study the rules which are very clear (i.e. rule XIX.10.a.ii and supplement to rules chapter 12 regarding legal responsibilities. In a closed (hearing) session the central committee listens to the report of the search committee. Then there are questions from central committee. Then the two nominees will be invited to address the central committee. As there are two names the central committee will be asked to vote on whether they accept the two names or reject the two names. No new nominations from the floor are accepted. After a discussion, the moderator will invite members to vote as to whether they are ready to close the discussion. Then there is the vote to accept or reject the two names. If the central committee accept the names, the election then takes place by simple majority. If the names are rejected, the central committee can either ask the same search committee to

continue their work, or to elect a new search committee. Mr Lemopoulos again recommended a very careful reading of the rules and supplement by the executive committee members.

H.E. Archbishop Dr Vicken Aykazian said the process was very clear but asked if it is possible that and group or church can propose a name outside of the search committee. Since there is another meeting of the search committee, can more names be presented by them?

H.E. Metropolitan Gennadios clarified that while the search committee will report on the whole process to the central committee, the timeline to receive proposals is over. No new name can be brought to the central committee, even by themselves. He clarified that the official report is still being finished.

H.E. Archbishop Vicken reported that executive committee members had received two letters from different groups – accusing our general secretary of getting involved illegally in the search committee. He asked whether that was going to be discussed at the executive committee.

The moderator said that this was not the duty of this committee. It will come within the work of the search committee. The moderator said that the central committee in its wisdom will play its role also to accept or reject the search committee outcomes.

H.E. Metropolitan Nifon informed the committee that there is another meeting of the search committee so that they can report thoroughly and be of one mind in presenting to the central committee.

The discussion continued for some time with the moderator repeatedly reminding the executive committee that the matter was not up for discussion in the present forum. Dr Abuom pleaded with the members not to continue the conversation. Mr Lemopoulos reminded the executive committee that they do not have the full file, the full picture nor even a tentative report.

In response to further questions, the moderator indicated that letters ought not to come to the executive committee but should be directed to the search committee who will bring their report directly to the central committee. Dr Abuom appealed for the members to abide by the rules and not to be unruly. The central committee will do its work so it should be left to them. The executive committee cannot advise the central committee on this point. She called for a conclusion to the discussion.

The session concluded with a prayer from Rev. Festus Asana.

4. Public Issues

4.1 First session on public issues

The moderator invited H.E. Metropolitan Prof. Dr Nifon of Targoviste and Mr Peter Prove (director, Commission of the Churches on International Affairs) to introduce the issues. H.E. Metropolitan Nifon indicated that they had not met yet to clarify and prioritize the items but Mr Prove would introduce the issues.

Mr Prove said proposals for public statements should be timely, relevant and urgent. At present there were 14 on the list and they have been organized into categories so some could be addressed by other means. The following are priorities:

a) 30th anniversary of the Convention of the Rights of the Child – connecting the convention to the commitments of the church

b) Human rights of stateless people – for example, recent action in India had retroactively deprived 2 million people in Assam of nationality.

c) Climate emergency – this is a current emergency and not on abstract future issue. The effects will be felt especially by poor and vulnerable people.

d) Latin American region – although there had been a round table regarding Brazil there had been a proliferation of issues since then in many countries and a compendium text is in preparation.

e) Lethal autonomous weapons – these weapons identify and select individual targets without any human intervention. This is a grave moral, ethical and theological concern. Civil society groups are campaigning for a ban on such systems. We look for a mandate from WCC to join this campaign.

f) The future of Christians in Middle East – the text will lift up individual cases amongst the larger concerns. This might include the US government's new position on settlements in the West Bank and occupied territories.

Mr Prove stated that they were endeavouring to reduce and rationalize the statements.

The moderator thanked him and directed the members to the document detailing actions taken since the last meeting (Actions on Public Issues,). Those who wanted to add other issues for consideration were asked to submit by Thursday lunch-time to Mr Prove or H.E. Metropolitan Nifon directly – with a paragraph outlining the issues.

The priority list of 6 statements was agreed by consensus.

4.2 Report of the Public Issues Sub-Committee

This session was moderated by Dr Abuom and the report was presented by the moderator of the sub-committee, H.E. Metropolitan Nifon.

The sub-committee reviewed the compilation of Actions on Public Issues, noting with appreciation that this document lists as many as 68 discrete actions on public issues.

The sub-committee received, revised and recommended texts on the following issues to the executive committee for action:

Doc. No. 04.1 rev:	30th anniversary of the Convention on the Rights of the Child
Doc. No. 04.2 rev:	Statement on Human Rights of Stateless People
Doc. No. 04.3 rev:	Statement on the Climate Change Emergency
Doc. No. 04.4 rev:	Minute on Lethal Autonomous Weapons Systems ("Killer Robots")
Doc. No. 04.5 rev:	Statement on developments in north-east Syria
Doc. No. 04.6 rev:	Minute on the legality of Israeli settlements in occupied Palestinian territory
Doc. No. 04.7 rev:	Statement on situations of concern in the Latin American region

A further proposal for a statement on the Nigerian government's failure to obey court orders, including for the release of certain persons in detention was received from an executive committee member, but due to lack of time could not be considered by the sub-committee. It is suggested that the matter be referred to the general secretary for appropriate action.

At the executive committee's meeting in May 2019, the sub-committee had proposed that consideration be given at the next executive committee meeting to a statement on education for peace in multi-religious contexts. However, the publication that same month of a resource entitled *Education for Peace, in a Multi-Religious World: A Christian Perspective*, prepared jointly by WCC and the Pontifical Council for Interreligious Dialogue, rendered that proposal superfluous.

4.2.1 Discussion and comments during revision

30th anniversary of the Convention on the Rights of the Child
Bishop Dr Mary Ann Swenson mentioned three specific concerns from her own context: children in detention at the borders of USA who are suffering, children killed in schools as the result of gun violence, and homelessness of children. She also mentioned the great inequalities between the wealthy and those in poverty.

H.E. Metropolitan Gennadios made comment on the passage from Luke 9:48 quoted at the beginning of the statement. The word here translated as 'welcomes' is a difficult word for biblical scholars. There is an argument that it is more logical to translate as 'whoever receives this little child in my name receives me'. Receive the child like you receive Christ. Sometimes translations use both words together as a compromise.

H.E. Archbishop Vicken wondered why the USA had not been named at paragraph 4 as the only country that has refrained from ratifying the convention. He added some comments about poverty in the USA and requested that a line be inserted.

Mr Prove observed that, while there was merit in the points raised, if we start listing countries we implicitly exclude others. The purpose here is to affirm and lift up the comprehensive nature of the CRC and we may weaken the impact if we add list.

The statement was approved by consensus.

Human rights of stateless people
Rev. Dr Angelique Walker-Smith (National Baptist Convention USA, Inc.) presented the text.

The statement was approved by consensus after minor typographical changes.

Statement on climate change emergency
Mr Prove presented the text.

There was some discussion around the phrase ecological *metanoia*, the addition of other examples of extreme weather events, reference to sustainable development goals and a plea that as a fellowship we step up our commitment to action e.g. through exploring alternative means of meeting aimed at reducing air-travel. Rev. Cora Matamoros commented on the reference to learning from Indigenous Peoples, particularly in relation to combatting deforestation.

Changes to the text were agreed and the revised statement approved by consensus.

Minute on lethal autonomous weapons systems (killer robots)
Dr Walker-Smith read the text.

The minute was adopted by consensus.

Statement on developments in north-east Syria
H.E. Metropolitan Nifon commented that much hard work had gone into this and the following statement including contacting external people to help in the drafting. Mr Prove read the statement and some typographical changes were made.

H.E. Metropolitan Gennadios urged members to renew their prayers for the two archbishops abducted in 2013.

There was some discussion especially around the naming of allied militias and local forces.

Mrs Glynn-Mackoul said that one of the challenges in Syria is the push from some quarters to drive apart the mixed context and defeat the integrated plural citizenry. There are multiple militias so we should not single out one in particular.

H.E. Metropolitan Zachariah Mar Nicholovos (Malankara Orthodox Syrian Church) commented on the use in the text of both religious identity and ethnic identity. Mr Prove said the vectors of vulnerability were complex, sometimes ethnic or religious or mixed. The text shows this diversity. A way of expressing Christian solidarity with the diverse groups was agreed.

The revised statement was approved by consensus.

Minute on the legality of Israeli settlements in occupied Palestinian territory
The minute was read by Mr Prove.

The minute was adopted by consensus.

Statement on situations of concern in the Latin American region
Mr Prove explained that they had started with a statement on Brazil, but considering the proliferation of issues around Latin America, had ended with a longer text covering multiple countries. This had made the statement too long and so it was now presented as a summary statement with a narrative background section for information which he commended to the members for reading and consideration.

There was some discussion regarding CLAI but it was pointed out that this is internal business which is not appropriate in this document.

The general secretary said that we need to take a wide perspective on Latin America and affirm our commitment to accompany the churches.

Some additions were made to make the statement more inclusive.

After revision the statement was approved by consensus.

Minute on Christian presence in the Middle East
The minute was discussed at some length with discernment sought on how to take this forward in the most effective way.

The general secretary said this was more of a programme priority than a public issues statement.

H.E. Metropolitan Nifon stressed the importance of giving proper study to the worrying phenomenon of the decline of Christian communities in the Middle East.

The general secretary reminded the meeting how much has been done already in speaking to this issue and we should not express ourselves as if we have not been involved in this at all.

The general secretary proposed that this topic be referred to the programme sub-committee.

This was agreed by consensus.

4.2.2 Additional items
Rev. Festus Asana raised the issue of Cameroon that had been brought to the public issues sub-committee at the executive committee meeting in November 2018.

Dr Abuom commented that a lot of work has gone on behind the scenes but it was an omission from the Actions on Public Issues, and so could be added as the 69th discrete action. She said she was privy to actions and initiatives on the ground but could not report on them at the present time.

Mr Prove apologized for not following up with Rev. Festus Asana directly. He mentioned three high level meetings in Geneva at the Humanitarian Dialogue Centre to mediate in the situation. The Swiss government is also funding work within Cameroon to engage churches in the process.

At the end of this session H.E. Metropolitan Gennadios thanked Dr Abuom for her leadership and support as she was leaving at this point. He prayed for safe and blessed travel to Sudan and prayers for that country.

5. Finance
The moderator welcomed the following staff: Ms Elaine Dykes (Director, Finance), Mr Mark Johnson (Manager, Finance) and Mr Douglas Chial (Manager, Income Monitoring and Development and PMER).

5.1 Audit
Ms Dykes stated that there was no audit committee report presented at this meeting, since the audit committee had not convened to hear a report on the plan for the audit 2019 in November. The audit committee had presented a report to the leadership of the finance sub-committee, following its work leading to a recommendation on the selection of new auditors, KPMG, for 2019, and, in principle, for a five-year period. The new audit director had been invited by the general secretary to this meeting of executive committee, and would present the audit plan for 2019 to the finance sub-committee, in a session to which the audit committee moderator would also be invited.

5.2 Forecast 2019

The forecast for 2019 reflected overall figures fairly close to the approved budget. Total income was forecast at CHF 29.8 million, compared to CHF 29.6 million budgeted; and total expenditure was forecast at CHF 28.7 million, compared with CHF 28.1 million budgeted. The reason for increased costs forecast was in relation to the Montreal project, where it was now anticipated that certain project expenditure would be scheduled in 2019, and still in accordance with the development contract and the overall project budget.

The general reserve is forecast to close at CHF 6.6 million after the transfer of some fund forward into 2020 to finance the central committee. First sales in the Montreal building will be needed in order to reach the forecast increase in funds; while no sales were contracted as yet, there was reason to expect transactions still this year.

Good results were forecast for Bossey, with a small deficit, but the expectation of about CHF 350,000 of cash flow to be generated from the hotel and conference centre.

Results for Sept 2019 compared with forecast:

At September, total income collected was about CHF 19 million, with about CHF 5 million in contributions still to be collected, as well as over CHF 4 million in sales from the Montreal project, in order to meet the forecast target. About CHF 5 million in expenditure for programmes was also expected in the fourth quarter.

Balance sheet monitoring:

The value of property, including land, is reflected in the balance sheet at cost, and not at market value. While the loans remain substantial, at CHF 46 million, and apparently exceeding the value of the property in the balance sheet analysis, this is not the case. The land value at the Ecumenical Centre is estimated at over CHF 100 million; while the insurance values of WCC property is about CHF 110 million.

The balance sheet analysis demonstrated that WCC continues to hold bank deposits and liquidity to cover obligations, as well as the general reserves.

5.3 Green village

5.3.1 First presentation

The sale of Montreal was launched in June. The target for Montreal is being monitored, with CHF 17.3million expected in total for WCC, before tax. Total land sales will reach almost CHF 24million if every unit is sold. The value of land sales exceeds the total net proceeds target for WCC. While WCC will collect the land sales proceeds, it also has the responsibility to cover a margin due to Implenia, as well as certain costs related to the land development. The definition of timing and costs which might fall payable already in 2019 will be considered in the steering committee.

The WCC is in an unusual tax situation in Switzerland and a response is awaited from the authorities regarding all the tax implications of the Green Village project. Property sales would normally be taxed at 18% in 2019, with a lower tax rate expected, but not yet announced, for 2020. Some part of the sales in Montreal are still hoped for in this year however most will be realized next year.

With regards to the Kyoto building, the expectation is CHF 20million in land sale proceeds, and a possible outcome of CHF 14million after tax in 2020. This modest view includes only the land sales and not the real estate proceeds. In recent weeks, Implenia has announced the ambitious target of bringing Kyoto to market by June 2020. A first step for WCC is to approve the financial plan for Kyoto as whole. Implenia proposes that WCC, through its steering committee, approve the financial profile for Kyoto already in January 2020. Meanwhile, the cost profiles for construction will be available only in mid-December, which will leave little time for their review by WCC consultants. This sounds a note of caution for WCC, and WCC must resist pressure to move too fast.

Ms Dykes reported that three issues of concern in the project at present:

1) Pollution. In testing the land, traces of oil pollution were found. These were from a leak in a tank on the estate from the 1980s. There has been a cleaning procedure and increased testing on site. A geothermal heating system is planned which requires a certificate of clean land. The land is being registered as a polluted plot, but the qualification is not considered heavy pollution, nor does it require surveillance or cleansing. A map of the estate has been produced showing the area of risk. It leaves clean areas for the geothermal wells. The project is authorized to proceed with geothermal wells, however, testing will be required, with monitoring by the authorities, as ground water must not be polluted. Because of this difficulty, a backup approach for delivery of energy is required if the geothermal energy concept is not permitted, should there be adverse results from pollution testing. A second contract with an electricity company is therefore to be prepared. This is a risk factor and would incur additional costs, if it were required, and at sole cost to WCC, because of its responsibility for issues related to the land. Until the energy contract is signed, the opening of the construction site cannot be announced.

2) The sheer complexity of the documentation. Six different legal deeds, all complex, are now poised for signing, in order to redefine the land plot; set up the structure of land-shares for Montreal under Swiss law. The deed of sale text for individual land sales is also finalised, with first appointments for sale only feasible when the land division is duly accomplished. This is planned for December, with already about 30 parties holding reservations.

3) Addendum to contract is required concerning margins and timing for Montreal, as mentioned above. In addition, Implenia has declared that there is an issue for them in financing unsold apartments in the construction. Originally Implenia had said that as soon as 50% of sales were signed, they would go ahead with construction and finance the gap. But lately it appears that certain additional conditions will apply. From Implenia's perspective, the situation is different from classic structures in which they are general contractors, because they are not owners of the land. This is not normal procedure for them and represents a risk, when part of the property being built has not yet been purchased. Possible solutions for Implenia are a right of emption created in their favour related to sale of the unsold land shares; coupled with a general contractors' contract signed with WCC, in which WCC would take responsibility for financing the unsold apartments, without actual requirement to pay that cost, a guarantee being held in relation to the related land value. The assumption remains that a very high proportion, if not all, of the apartments, will be sold before construction begins. This topic is on the agenda of the steering committee.

With regards to Kyoto there is potential for substantial profitability for WCC (possibly up to CHF 39 million). Three issues were outlined, in relation to the Kyoto project.

1) The major challenge remains finding tenants, in order to building the future revenue profile which will attract the institutional investors. Since November 2018, a year's additional time has been applied to market Kyoto to potential tenants, representing a year's delay compared with the first expectation of launch to market. While many interested parties have visited, and all have been hosted by WCC as well as by the broker, only 4,000 sq meters of floor space out of the available 12,000m2 has been allocated (mostly on the top floors) with letters of intent. There will be a bank and possibly a restaurant at the base of the building.

2) The underground car park for Montreal is shared with Kyoto. When work begins, necessarily with the car park, funds are required, normally from the Kyoto investor, to fund the car park development. Without an institutional investor for Kyoto, Implenia will either fund the car park development, or be at risk of default for delay in the Montreal construction. Implenia is therefore highly motivated to move the Kyoto project to market.

3) A recent proposal is for all users of the current building might move to the Kyoto building in 2023, including WCC, allowing all demolition work to happen at once and building to go ahead on the cleared site. This makes good sense. This proposal has come from Implenia in recent weeks, with one dimension being a plan to present Kyoto as rented to a substantial extent by WCC. The plan has implications both for sales price, and for the manner in which WCC will cover rental costs in a building which it does not own. A financial mechanism will apply an offset, in which a higher sales price results in the possibility of WCC covering costs.

5.3.2 Second presentation on Green Village

Dr Agnes Abuom, moderator, opened the session by referring to the morning devotion on hope and by welcoming newly arrived executive committee members: Bishop Rex Reyes, Rev. Karin van den Broeke and Archbishop Emeritus Dr Anders Wejryd. Dr Abuom then welcomed the following staff and guests:

Ms Karina Vartanova, (audit director, KPMG); Mr Laurent Aillant, (KPMG real estate advisor); Mr Damien Vercauteren (ITFS Manager in WCC); Maître Claire Bolsterli (WCC legal counsel) Mr Marc Lyon, Ms Camille Sainte-Rose, Mr Olivier Dunand and Ms Sandra Tripod-Tièche (Implenia).

The moderator introduced a session in hearing-mode devoted to the Green Village. The aim was to listen and receive as much information as possible. Any matters arising from this session would then be taken into Finance Sub-committee and to the Steering Committee for the Green Village project.

The Implenia team gave a PowerPoint presentation.
They explained progress in planning and construction. Construction of phase 1 was scheduled to begin January 2020. They detailed the areas where decisions needed to be taken or where further discussion was needed (these are listed at the beginning of the report of the steering committee for real estate (Doc.No.36)

Ms Dykes thanked the Implenia team and highlighted the steps and the roles of the steering committee and the executive committee as tabulated in the review process document

(Doc.No.33). She also commented on the proposal for moving WCC staff and tenants out of the main building to allow all three wings to be demolished at the same time. She pointed to the cost implications of this move, which related both to loss of rental income, and to the requirement to pay rent.

The general secretary thanked the team for their presentation and made three comments

i) We are now undertaking the first steps in real building activities with the construction of the temporary carpark and making ready for the construction site for the underground parking.

ii) Regarding the working conditions, he said it was important for himself and the executive committee to consider how we care for the WCC staff and tenants as human beings. Being in the building while demolition and reconstruction happen will complicate their daily life with pollution, noise and uncertainty. Moving temporarily to Kyoto will mean enjoying all the qualities of a new building – and would keep us all together as one community. He would argue that this would help maintain staff stability as well as being efficient and safe.

iii) He said that in the next few months we can hopefully achieve our first objective and repay the loan related to the pension fund. This would be an important milestone and we need to acknowledge this achievement. It will enable new opportunities as we will change from being a holder of loans to a holder of values.

Dr Abuom thanked Implenia and Ms Dykes for the presentation

H.E. Archbishop Vicken asked about timings for the renovation work at the Ecumenical Centre and about the costs of the apartments in Montreal. He also asked what kind of students would live in Durban and whether they would buy or rent.

The Implenia staff replied that the timeline would depend on the strategy chosen but right now in the current plan the Ecumenical Centre work would take place between 2023 and 2025 if all wings were demolished at the same time.

Concerning the prices for Montreal apartments, the tariffs were about CHF 1 million for a one bedroom and CHF 1.5 million for a two bedroom apartment.

Concerning the building Durban, and its possible use for student housing, Implenia responded as follows. There is demand in Geneva for student housing and it is usually rented; but we are open to multi-use for the building, Durban, and more research is required. We are bringing the idea that the block could be used for more than administrative offices, with the possibility of mixed use. The units for students could be sold to an investor, with a package in which an operator would be hired to rent to students and provide a steady revenue stream.

Ms Dykes commented that previously they had looked at renovating the Ecumenical Centre toward the end of the project in phase 4 so that funds could be accumulated first. Now the proposal is to accelerate the process. This may require borrowing to finance this in an earlier phase. Architects and engineers are working on the study and how to overcome the difficulties of splitting up the building works into the separate phases.

H.E. Metropolitan Serafim made three points:

i) Was the project according to the moral principle of sustainable development; and what information could be shared?

ii) The land was a donation. Is it possible that a part of the income can be used to buy new piece of land in a cheaper place and prepare for the future?

iii) We must not repeat the same mistakes as in the past when we got into debt. Since we have a legal advisor we need clear direction on how to limit risk. We cannot release millions and then not complete on the project. We need to find guarantees to cover the risks and protect our returns. Are we borrowing money to a clear debt?

Dr Walker-Smith asked two questions:

i) For more clarity on the vision of the Green Village, how is it green, and how it fits with the values of the ecumenical movement.

ii) Where is opportunity for ecumenical investing? Perhaps member churches will want to invest in our own projects. Is this being formulated as a possibility? In the USA the church has entered into many public private partnerships.

Implenia responded that with regard to sustainability/green issue. Green Village would be the first project in the Canton aiming at meeting all the criteria of the WWF One Planet Living convention. This will continue during development, realization and future running. They commented that they would have to follow the criteria as a building company, and that they had a team dedicated to that.

With regard to investors, the list of investors would be defined together, between WCC and Implenia, and that list was still to be developed. There would be a longer process and some tax implications for investors from abroad.

Archbishop Anders commented that on the steering committee there was interest in ensuring the opportunity for member churches to invest in the project.

Rev. Asana asked about energy consumption and whether solar energy would be sufficient for all or just some structures?

Implenia answered that there would not be enough solar energy from the microgrid to provide power for the whole building. There would be panels on each roof but all connected together and sharing the energy. For example, at the weekend when administrative buildings are not in use the residential apartments could use the surplus electricity. Some electricity will be provided from the grid, and some from a green certified supplier in Geneva.

In response to a question on the pollution and its implications for the heating system, there was an update from Implenia. The historic pollution from the fuel tank was considered to be a small incidence of pollution. There were different statutes regarding pollution, and in this case no cleansing would be required. However, Implenia would have to remove the polluted soil during construction. It would need special treatment and have a cost impact. With the geothermic heating system, the plan would be to use ground water energy. Having pollution

on the site creates a risk that the pollution could get into the ground water. However, the energy concept had been authorized to go ahead, subject to satisfactory results from a monitoring system which would test the level of pollution over one year. If monitoring showed that there was a specific level of pollution, then the project would require to switch to other sources of energy.

Mrs Glynn-Mackoul asked a follow-up question regarding the position of the pollution. She queried whether the pollution could move during the construction as the site is disturbed. She wished to know if the pollution could be contained to eliminate risk, or if work on the project might increase pollution risk?

Implenia answered that there some small water flows move horizontally, so the pollution site is not necessarily contained. Significant sampling has been done to 20m depth in places chosen by experts to identify the polluted area. It would not be possible to sample the whole site. When further work is conducted for the underground parking, Implenia would conduct more testing. It could be possible that all the polluted soil area had already been identified, but unfortunately there could be no certainty.

The general secretary commented about sales, and the decision to open sales, in order to generate income and proceeds, to allow us to move on with the whole project. We are now discussing for the next phases on the wisdom of owning property, or selling. When WCC changes status from a loan holder to an estate holder, this would allow WCC to borrow funds, and might also change the perspective on what member churches might invest, particularly for the hotel, the Ecumenical Centre and the Lima building. In the general secretary's view, these buildings, or investor opportunities, should be for WCC and its main partners.

He commented that, in addition to regulations for One Planet Living there were other green dimensions in the plan e.g. gardens and outdoor spaces approved by the authorities. These would be used for walking and biking paths, and be part of greening Geneva to reduce car traffic.

Planning for the future, it would be in his view advantageous to shorten the time span, moving towards completion, and not placing all the burden on successors in governance for the long term.

Dr Abuom thanked the presenters and summarized questions raised and decisions required. The reports were referred to the finance sub-committee and the steering committee on real estate.

Proposal: The general secretary had made two proposals

1) to appoint additional staff (Doc.No.33 p1)

It is proposed that a **consultant transaction advisor** be appointed for specific assignments in the process, with the mandate to protect the interests of the WCC and bring reports to the general secretary. From 2020, an architect **project manager** will be required to undertake assignments, including participation in Montreal construction meetings.

2) additional steering committee members be appointed to facilitate the Green Village work.

The proposals were agreed by consensus.

5.4 Draft Budget 2020

This portion of the session was presented by Mr Mark Johnson.

Mr Johnson indicated that the CHF 64 million projected income for 2020 was an extraordinary figure because of factoring-in CHF 39 million for the Green Village sales, for both Montreal and Kyoto. As far as regular work is concerned, the budget included CHF 25million, being relatively stable income compared with prior years. There had been an adverse impact of exchange rates projected for 2020 reflected in the budget. The prepared budget had to be revised again after the summer when the forecast value of the Euro moved from CHF 1.15 to 1.10 or less. Programme costs had to be adjusted in the resultant budget revision. The budget is now ready for presentation at finance subcommittee and meets government requirements that the programme budget should not exceed available funding.

Efforts were being made at Bossey to increase sales. One initiative for 2020 was to engage a driver to provide a transfer facility between Bossey and the airport and the city. This would be tested for 6 months, looking for a positive impact on reservations.

The infrastructure charge had increased. Steps in 2020 that would add to costs include the hiring of staff, both to increase capacity and for succession planning, particularly in relation to finance staff.

With regard to programme costs, compared to 2019, the variance is due to the central committee meeting in 2020 and the special projects in Syria, Iraq and Eritrea.

Regarding total staff costs the increase from CHF 12 to 13 million is because the assembly office is increasing capacity in both 2020 and 2021. Bossey is also increasing its staffing, representing a change in the management of staff, with an intention to have more permanent staff, and fewer agency staff for events. There is also a vacancy in the building project staff to increase capacity.

5.5 Update on income development

Mr Doug Chial presented this part of the finance report.

Mr Chial began with a brief reminder of the objectives of the WCC income development strategy. The strategy is to maintain and, where possible, increase funding. There were five objectives. The report on progress with the WCC financial strategy included an update on milestones for 2019 associated with the following objectives:

1. Stewardship of Member Churches
2. Collaboration with Specialized Ministries
3. New Sources of Income
4. Fundraising for Bossey
5. Assembly Fund

The target values of the strategy included:

- Membership Contributions – 4 million Swiss francs annually
- Programme contributions – 14 million Swiss francs annually
- Assembly Fund – 3 million Swiss francs before 2021

The purpose of the overview was to present the big picture, report results to date, present some recent success stories and identify some challenges ahead.

The forecasted programme income for 2019 was 17.6 million Swiss Francs. This included:

- 3.8 million Swiss francs in membership contributions
- 13.4 million Swiss francs in programme income
- 400,000 Swiss francs in other income

The impact of less favourable exchange rates, due to a strong Swiss franc, meant our contributions in other currencies would have less value. As of 31 October 2019, membership contributions had been received at total of CHF 3 million from 127 member churches, representing 80% of the forecast and 36% of the member churches. The payment deadline had passed and reminders were being issued. The majority of churches contributing continued to increase their contributions by 2% in original currency. Unfortunately, this could still be less when reported in Swiss francs due to exchange rates. The preliminary results for 2019 would be reported in March 2020.

The income development strategy included strengthening collaboration with existing partners and identifying new sources of income. The results were due to the hard work of programme colleagues, and the finance team in cooperation with income development and planning and reporting.

5.5.1 Inclusive Peace-Building in Syria

The Norwegian Embassy in Damascus had agreed to provide about CHF 200,000 for 2019 and 2020. This was a new source. The German government development agency GIZ had agreed to provide 700,000 Euros for 12 months. This was their third renewal. The Swiss Department of Foreign Affairs had signalled its readiness to renew funding for 2019 and 2020 providing about CHF200,000.

5.5.3 Social Cohesion in Iraq

Norwegian Church Aid and the Norwegian Ministry of Foreign Affairs had agreed to provide about CHF 380,000 from 2019 to 2022. These were not new partners, but represented new funding.

5.5.3 Accompaniment in Palestine and Israel

An application had been submitted to the European Union through its Jerusalem Office for up to 1 million Euros per year for three years. A response was eagerly awaited. EAPPI was also invited by UNICEF offices in Palestine/Israel to submit a request to renew funding for 160,000 US dollars for 2020.

5.5.4 Dialogue between Eritrea and Ethiopia

Not all contributions were financial. The Church of Sweden was providing leadership for the ecumenical accompaniment of Eritrea and Ethiopia in partnership with the WCC, the Consortium of Christian Relief and Development Associations in Ethiopia, NCA, FCA, LWF, ACT Alliance.

5.5.5 Freedom of Religion and Belief
After a number of conversations with the Norwegian Ministry of Foreign Affairs, the WCC would prepare an application to NORAD for a grant to support a broad range of activities that would promote freedom of religion and belief. The application was due 1 October 2020.

5.5.6 Churches Commitment to Children
The WCC received 82,000 US dollars for work in Africa and Asia in 2019 from Ignite Philanthropy, the funding mechanism of the Global Partnership to End Violence Against Children. The intergenerational work of the churches commitment to children was a recipient of the Keeling Curve Prize, which provided 25,000 US dollars in 2019.

5.5.7 Food Security Training Resource
An application was being prepared for submission to the Geneva based Zurcher Foundation – for CHF100,000 to develop food security training resources.

5.5.8 Ecumenical Response to HIV and Aids
WCC had been working with the United Church of Sweden to secure the renewal of a grant for EHAIA that would provide CHF230,000 each year for 3 years. The second phase of cooperation with UNAIDS/PEPFAR had been completed. A third phase had been agreed by PEPFAR, without clarity as to how the prospective funding might be shared between EHAIA and EAA. An application was in process with Elizabeth Glasser Paediatric Aids Foundation and the Centre for Disease Control that could provide up to 400,000 US dollars for EAA. A company specializing in HIV testing, Orasure Technologies, had contributed 10,000 US dollars for the work of EAA following their participation in the UNAIDS interfaith prayer breakfast.

5.5.9 Disabilities and Gender in Nigeria
The Waldensian Church development agency Otto per Mille had approved 65,000 Euros for a project on disability and gender in Nigeria. This was a new source of funding, and it was hoped that it might prove renewable.

5.5.10 Faith and Order Digital Library
Otto per Mille had also approved 30,000 Euros for the Faith and Order Digital Library project.

5.5.11 Bossey Scholarships Fund
A bespoke report and request had been sent to 188 congregations, churches and individuals that supported the Bossey Scholarships fund. Last year there had been a significant increase in contributions. Preliminary results for 2019 would be presented in March at the central committee.

5.5.12 Assembly Fundraising
Every member church had received a request to make an assembly contribution equivalent to one annual contribution before 2021. Responses were being received. Preliminary results would be presented in March. All specialized ministries had been asked to make an assembly contribution in 2020 or 2021. Bread for the World would contribute 250,000 Euros. More work would be required to encourage others.

Looking Ahead to 2020
Specialized ministries had responded positively to the 2020 funding requests. HEKS, the Swiss Protestant Development agency and Finn Church Aid had both announced reductions of about 25,000 Swiss francs each. It would remain a real challenge to achieve new funding and

to renew existing grants. The funding environment included increasing pressure on financial monitoring and evidence-based reporting. The most important way to achieve the WCC income development strategy next year would be by promoting the assembly in 2021. The task would be beyond that which could be achieved by income monitoring and would require working with member churches to encourage nominations, annual contributions and assembly contributions. In May next year the WCC would host a pre-assembly with specialized ministries, prepared together with ACT Alliance. This would help secure financial support and generate content on issues related to mission, development, advocacy and humanitarian assistance.

Mr Chial emphasized that the good news included in the update was the result of work by many colleagues. Mr Chial expressed his gratitude for the opportunity to update the executive committee.

5.6 Other Matters for Finance Sub-committee

Investment was needed on improving finance and other IT systems. A study was being conducting to identify a new Enterprise Resource Planning (ERP) system, and a report would be made in March for decision.

5.7 Discussion

The moderator summarized the main points of the reports received, challenges highlighted, and new areas identified. A key challenge was the whole issue of maintaining levels of agreements and relationships with historic donors along with increasing income from new sources. Dr Abuom affirmed that this information was rich, and that it was important for the committee to engage with it. She directed that in this transitional time, momentum must be maintained in the steering committee. As new staff arrive, it would be necessary to ensure that there was a good common record to help orientation. The moderator thanked staff for such a lot of hard work since the May meeting of the executive committee.

H.E. Metropolitan Nifon asked about the ERP study. Ms Dykes replied that this is Enterprise Resource Planning. One of the requirements in the strategy within this time-period was to assess the possibility of upgrading systems. At present, there was no holistic approach to WCC systems, and it would not necessarily be easy to integrate all into one system. The study had been initiated as mandated, by selecting a consultant to guide the approach. System needs and requirements had been identified, and had been delivered to about ten possible vendors. Proposals and quotes were awaited.

H.E. Metropolitan Serafim commented that it was good to have the budget and an idea of the available income so as to have sustainable spending. He pointed out that unfortunately the smallest budget is the budget for youth, only CHF 151,000. He suggested that more funds ought to be transferred to the youth programme. He also asked about tax issues and made some suggestions regarding opportunities for covering the deficit.

The Moderator responded that these issues belonged to the discussions on programme rather than finance.

Rev Dr Samson suggested a review of the methods used for collecting dues from member churches, including ideas on how to improve upon it. He also asked what was being done concerning those member churches who were not contributing.

Mr Chial responded that these were preliminary results, concerning the collections from member churches, with two more months to go, so the hope was to bring better numbers in March.

The general secretary made two comments:

1) It would be important to look at the overall picture including policy issues – and that wasfor everyone to consider.
2) He reminded the committee that the investment in Bossey was for the benefit of youth.

5.8 Report of the Finance Sub-Committee

H.E. Archbishop Vicken expressed the sub-committee's gratitude to Ms Elaine Dykes and Mr Mark Johnson who had done an enormous amount of work for the sub-committee and had been continuously helpful. He also expressed thanks to Mrs Glynn-Mackoul who had given excellent and helpful inputs.

The report was presented by Rev Karl Johnson. He said that the financial picture was positive and that in his own context this would elicit a 'praise the Lord!' There were 10 points requiring action.

5.8.1 Current financial situation

The sub-committee reviewed the forecast 2019 with total income of CHF 29.8 million, total expenditure of CHF 28.7 million and a net increase in funds of CHF 1.1 million (budget 2019: net increase in funds CHF 1.5 million).

It was forecast that the programme funds would be balanced on closing 2019, meaning that activities would draw only on available income and programme fund balances, with no deficit to be charged to general reserves.

The general reserves were forecast to close at CHF 7 million after transferring CHF 300,000 to programme funds to cover costs of central committee 2020.

A deficit of CHF 121,000 was forecast for the Bossey conference centre (actual 2018: deficit CHF 257,000). A new pricing policy was approved in May 2019 which is expected to have a positive effect on results.

In discussion with the auditor, see point 11, it was explained that, under Swiss law, the auditor was required to be present when decisions were taken by the board concerning the financial statements. The reason for the presence would be to ensure that issues arising might be discussed between the board (or executive committee, in the case of WCC), as the party responsible for the financial statements, and the auditor. Under WCC's rules, the auditor meets rather with the audit committee for this purpose. The auditor noted that it was not unusual for an organisation to waive the requirement for the auditor to be present on decision-making concerning the financial statements, particularly when the reporting calendar and the board's meeting dates were not aligned.

The finance sub-committee **recommends** that executive committee:

a. **approve** the transfer in 2019 of CHF 300,000 from general reserves to programme funds, for central committee in 2020;

b. **delegate** to the leadership of the finance sub-committee the authority to approve and authorise for issue the financial statements 2019; and

c. **decide** to waive the requirement under Swiss law (article 731 para. 2 CO) that the auditor be present when decisions are made concerning the financial statements.

The recommendations were accepted and approved by consensus.

5.8.2 Appointment of the auditor

Further to the delegation of authority by executive committee to the leadership of the finance sub-committee to take a decision based on the recommendation of the audit committee, and to the process for selection of the auditor led by the audit committee in June 2019, KPMG was selected as auditor for 2019, and for the period 2020-2023, subject to annual appointment.

The finance sub-committee **recommends** that executive committee: **take note** of the appointment of KPMG as auditor for 2019.

The executive committee took note of the appointment by consensus.

5.8.3 Income development

The sub-committee reviewed preliminary progress with the 2019 milestones associated with the income development strategy, including the stewardship of member churches, cooperation with specialized ministries, new sources of income, fundraising for Bossey and the assembly fund, cf. Doc No 30.

The sub-committee expressed gratitude for the contributions received, noting that over 90% WCC programme funding is provided by the fellowship of member churches and their specialized ministries. The sub-committee also expressed thanks to WCC staff for their efforts to maintain, and where possible, increase financial support for the work of the WCC.

The review focused on progress in securing new funding or renewing funding for work in Syria, Iraq and Palestine/Israel; the ecumenical response to HIV, the churches' commitment to children; work on disabilities and gender, digitalization of Faith and Order papers, etc. The sub-committee encouraged efforts to identify foundations that could help support the work of the WCC.

Results for 2019 membership contributions, Bossey contributions and assembly contributions will be reported in March 2020.

The sub-committee reiterated concern for member churches that do not make a regular financial contribution, emphasizing that making a financial contribution is a responsibility of membership in the WCC.

The sub-committee also reiterated its observation from May 2019 regarding the statistical correlation between churches that have an engaged role, on either governing bodies or commissions, and those that make a membership contribution. The more involved a church is the life of the fellowship, the more likely it is to make a financial contribution. The assembly as well as future membership in governance and commissions, is an opportunity to ensure the broadest feasible representation of member churches.

The finance sub-committee **recommends** that executive committee **encourage** the general secretary to strengthen the participation of the member churches in the life of the fellowship, including the responsibility of financial support.

There was some discussion regarding the financial responsibilities of the member churches. The feeling was that if churches are involved more then they will give more.
Mrs Glynn-Mackoul said there would be a progress report to the committee in March 2020.

The recommendation was approved by consensus.

5.8.4 Budget 2020

The sub-committee reviewed the draft budget 2020 (appendix 2 to Doc. No. 29) with total income of CHF 64.3 million, total expenditure of CHF 41.3 million and a net increase in funds of CHF 23.0 million.

Total budgeted income includes CHF 39.2 million of proceeds from *Green Village* sales concerning the Montreal and Kyoto buildings. Other budgeted income of CHF 25.1 million is at the same level forecast for 2019.

Programme funds are balanced or draw only on available restricted programme fund balances.

Total programme income is budgeted at CHF 17.7 million. The financial strategy 2018-2021 requires that "should projections suggest that total programme income might fall below CHF 18 million in any year, executive committee reviews any required special plans for sustainability of the programmatic work, as presented by the general secretary".

Contributions income included in the draft budget falls below the strategic planning level because of the projected persistence in 2020 of the unfavourable exchange rates experienced in 2019. Actions taken to ensure the sustainability of the programmatic work in 2020 include the transfer of CHF 300,000 from the general reserves for central committee.

The Ecumenical Accompaniment Programme in Palestine and Israel is budgeted with a deficit of CHF 200,000 in 2020 (forecast 2019: deficit CHF 220,000). The general secretary has required that action be taken to reduce the budget deficit even after approval of the budget. A funding proposal has been submitted to the European Union, CHF 1.5 million for a three-year period, including an annual allocation to cover staff costs of CHF 170,000. Other actions to reduce the EAPPI deficit will be taken if the EU proposal is not successful.

WCC staffing includes several additional positions:

a. a new position for a senior financial accountant;

b. a new position for a building project specialist;
c. an executive for member church relations;
d. an assistant in the assembly office.

The sub-committee confirmed that the new positions in finance and for the building project were to be filled in the first quarter 2020.

The finance sub-committee **recommends** that executive committee

a. **approve** the draft budget as presented in appendix 2 to Doc. No. 29; and

b. **require** that a report on actions taken concerning the EAPPI budget deficit of CHF 200,000 be brought at its next meeting.

The recommendations were approved by consensus.

5.8.5 Budget 2020: building project fund

The Designated fund for the building project was forecast to hold a closing balance of CHF 470,000 at 31.12.2019. The draft budget 2020 includes expenditure of CHF 442,000 concerning loan interest charges, professional fees and staff cost of the building project specialist. A requirement of CHF 500,000 was considered necessary to cover expenditure in 2021.

Between 2012 and 2015, WCC transferred CHF 3.9 million from general reserves to the building project fund. The fund has covered loan interest to 2019 (CHF 2.3 million), stamp taxes on mortgage loans (CHF 0.4 million), with CHF 0.8 million covering professional fees over eight years, as well as the archive removal project.

The policy on the restricted fund for fixed assets authorises executive committee to transfer proceeds from the *Green Village* to general reserves up to the limit of CHF 3.9 million.

The finance sub-committee **recommends** that executive committee **approve** the transfer, in 2020, of CHF 500,000 from the proceeds of *Green Village* sales to general reserves for credit to the designated fund for the building project in 2020.

The recommendation was approved by consensus.

5.8.6 Budget 2020: Loan reimbursements

At its meeting in May 2019, executive committee delegated to the leadership of the finance sub-committee the authority to approve the level of loan reimbursement which might be achieved in September 2019. Delays in relation to the Montreal building have led to a postponement of the first possible loan reimbursement date to 31 March 2020.

The first Montreal sales contracts are now expected to be signed in December 2019.

The finance sub-committee **recommends** that executive committee **delegate** to the leadership of the finance sub-committee the authority to approve the level of loan reimbursement which may be achieved in March 2020.

The recommendation was approved by consensus.

5.8.7 Budget: 11th Assembly

The sub-committee reviewed the assembly framework budget as compared to that reviewed at executive committee, May 2019. The members of the sub-committee expressed their sincere gratitude to the EKD for both its facilitation of a possible contribution to the assembly of about EUR 6 million by the German Ministry of Foreign Affairs ("MFA") and its own contribution to the assembly of about EUR 1.8 million.

The sub-committee heard that a meeting of the MFA, EKD and WCC is planned in January 2020. The purpose of the meeting will be to agree on the format and content of a proposal and detailed budget to be submitted by WCC to the MFA in February 2020.

In addition to these financial contributions to WCC's core assembly budget the EKD, and the local churches, have indicated that there is significant funding to be applied for activities related to the assembly that will supplement WCC's core assembly activities.

The sub-committee welcomed the commitment of the EKD and the local churches to work transparently with the WCC on the development of a total assembly budget including both WCC's core budget and supplementary activities organised by the German churches.

In reviewing the cost categories outlined in the framework budget the sub-committee requested that security costs be shown separately as they are likely to be significant.

After a discussion regarding a note of appreciation to the German churches, the executive committee asked that an additional recommendation be added to this effect. The general secretary said this was very appropriate and he could convey this to the local hosts when they would meet on 3rd December 2019.

The finance sub-committee **recommends** that executive committee

- **Express** gratitude to the German churches, including for their overture to the German ministry of foreign affairs
- **require** that a draft assembly budget be presented for review at its next meeting.

The recommendations were approved by consensus.

5.8.8 Capital expenditure

It was reported that capital expenditure in 2019 is forecast at CHF 0.7 million as budgeted. The provisional car park at the front of the Ecumenical Centre is under construction with completion expected in 2019.

Capital expenditure of CHF 435,000 is included in the draft budget 2020, below the guideline level of CHF 500,000 set in the strategic financial plan 2018-2021. Capital expenditure at Bossey includes renovation of the veranda windows, 20% of guest rooms, and improved fire security at the Petit-Bossey student residence.

The finance sub-committee **recommends** that executive committee **approve** the capital expenditure limit of CHF 435,000 for 2020.

The recommendation was approved by consensus.

5.8.9 Report of the pension fund committee to the general secretary
The sub-committee reviewed the report of the pension fund committee (Doc. No. 31) including the performance and profile of the collective retirement fund, *Profond.*

In November 2019, a *Policy on Application of Reserves or Provisions* held at *Profond* for the WCC was drafted, agreed by the pension fund committee, and shared for consideration with the general secretary. The policy sets a limit of CHF 400,000 to be held in the pension fund reserve as a protection for active members in the event of a partial liquidation by *Profond.*

As has been the practice over several years, from a reserve holding a balance of CHF 1.1 million at 31.12.2019 an estimated CHF 180,000 has been approved for use in 2020 to compensate staff for the employer's contributions to be made 2% lower than the normal rate.

The finance sub-committee **recommends** that executive committee **require** that it be confirmed at the next meeting that the *Policy on Application of Reserves or Provisions* was duly finalised in consultation with the general secretary.

The recommendation was approved by consensus.

5.8.10 Green Village: review of risk assessment and transaction process
The sub-committee reviewed the updated risk assessment (Doc. No. 35) and the updated transaction process. It was noted that risks related to pollution of land on the estate had been added, estimated at CHF 0.7 million; and in relation to the recoverability of VAT in relation to Implenia development fees, a risk of CHF 0.4 million was noted, pending a ruling to be obtained from the authorities.

It was reported that most tenants at the Ecumenical Centre were satisfied with the extension of their rental contracts to June 2022 and that the archive removal project had been successfully completed.

5.8.11 Audit approach 2019
The audit director and the moderator of the audit committee joined the meeting.

The audit director presented the audit approach for 2019.

A presentation describing the audit approach in advance of the work would normally have been made to the audit committee in November 2019 before the start of the interim audit. Since the approach had already been explained to members of the audit committee present in June 2019 during the audit tender meeting, and since the interim audit was already completed at the date on which the usual audit committee meeting was scheduled, the audit committee meeting did not take place. It was proposed instead that the audit approach be presented to the executive committee; and when that did not prove possible, it was proposed instead that the presentation be made to the finance sub-committee.

The audit director explained that since this was the first year of the audit, the approach focused on review of all of the internal control processes, including the governance policies and "entity level controls".

The auditor gave the view that in assessing the approach to the audit, all areas were considered stable, except that of fixed assets, namely buildings. Given the building project activities, financial accounting and reporting for fixed asset transactions was considered as more likely to be more complex and subject to error, and would therefore be the subject of additional audit attention.

The audit director and the moderator of the audit committee remained with the finance sub-committee throughout one session, and heard the presentation and discussion of general reserves, *Green Village* proceeds outline, and risk assessment.

5.8.12 Financial strategy 2018-2021

The committee reviewed a report on progress against the various targets and milestones in the financial strategy (Doc. No. 30). The finance sub-committee noted with concern that little progress had been made in the performance appraisal process, based on the report of appraisals for 2018 provided. The finance sub-committee considered that this represented a certain risk to the organisation, both in ensuring that objectives are set and results monitored, but also in ensuring that training needs are identified and acted upon; and in relation to broader questions of staff motivation.

A plan to bring a report of progress each week to the staff leadership group is under consideration.

The finance sub-committee **recommends** that the executive committee **require** that performance reviews be brought up to date and that a further report be brought to the next meeting.

The recommendation was approved by consensus.

5.8.13 Other

i) Report on investments

The sub-committee received a report on investment results 2019. Investments total CHF 17.9 million at 30.9.19 (31.12.18: CHF 17.0 million) including CHF 7 million held in Swiss franc deposits and bond funds, backing the general reserves. Total net gains of CHF 849,000 are reported for the nine months.

ii) Enterprise resource planning system: progress on study

The financial strategy 2018-2021 includes the assessment of an integrated IT system and a decision to be taken during the period on whether or not to proceed with such a project. The current IT systems are out-of-date, and their stability will soon be a risk if they are not upgraded or replaced.

In July 2019 WCC selected KPMG as a consultant to coordinate the project work. Fifteen workshops were held with WCC programme and support staff to document current processes and to list requirements for an integrated system

A request for proposal was sent to selected service providers, with requirements, as documented by WCC, in October 2019. Following responses, and system demonstrations, a short list of service providers will provide offers.

The total cost of the project is likely to be higher If customised solutions rather than standard systems are proposed,

It is estimated that the total cost of an integrated system that meets WCC's needs will be CHF 800,000, including both capital expenditure to be depreciated and current year expenditure.

A proposal will be brought to executive committee in March 2020.

iii) Risk assessment

In the audit process, KPMG highlighted that it is best practice for an organisation to conduct a risk assessment, not only in relation to fraud, financial controls and IT disaster recovery (as is the case at present with WCC), but also in relation to the factors which might impact the delivery of the strategic objectives.

The finance sub-committee considered that the risk assessment could be extended in the first instance to other operational risks, such as security. The overall scope of the risk assessment is to be further discussed in the staff leadership group and should be brought for further discussion at the next meeting.

Thanks were expressed to the vice-moderator and the sub-committee for their hard work. Bishop Swenson asked the executive committee to receive the entire report as presented.

The report was received by consensus.

5.9 Report of the Steering Committee for the Real Estate Project to the General Secretary

The committee met on 22 November 2019 at the Ecumenical Centre, Geneva to address the following objectives:

1. To decide on the energy concept for Montreal and Kyoto, in the light of the pollution risk;
2. To decide on the whether a right of emption should be granted to Implenia concerning the land related to unsold apartments at the construction start date for Montreal;
3. To monitor the investor process for the crèche in Montreal and decide on next steps;
4. To review the timeline and transaction process for Kyoto;
5. To give direction on the strategy to demolish all wings of the Ecumenical Centre in 2022-2023, moving staff and tenants to Kyoto under special conditions, until the building Lima might be constructed;
6. To give direction on the strategy for Stockholm and Durban; and for Rio;
7. To ensure reports as required to the executive committee, on steps completed in the transaction review process;
8. To report on next steps with the Ecumenical Centre renovation.

5.9.1 Pollution risk and energy concept

The committee heard a report on the extent of pollution registered on the Council's plot, and noted the fact that the pollution did not require surveillance or cleansing; and that the site of two planned geothermal wells was in an area outside the pollution zone.

The committee discussed the risks and consequences if the geothermal installation could not be operated, as a result of adverse results, in the one-year test period required by the authorities.

If the decision were made at present to select the Canton's energy provider (SIG), the estimated connection costs were CHF 600,000. The connection cost would be outside the financial plan approved, and entirely at the cost of the WCC. The SIG energy sources were described, and would include a preliminary phase, and a second phase with a connection to lake water cooling. The outcome would be a less sustainable energy source than that of the geothermal wells.

If the geothermal wells passed the required tests during the first year, then the connection costs above would be avoided, and sustainable energy would be provided for the buildings at a cost most likely lower than that of the SIG.

If the geothermal wells failed the tests, then a maximum compensation of CHF 160,000 would be payable to the contractor concerned. In case of cutover to SIG, the risk of a variance in pricing for the owners, between the tariff of the SIG and that of the geothermal energy provider would not be borne by the WCC.

It was asked whether it was reasonably certain that sufficient energy would be obtained from the geothermal wells, and whether, in case of an inadequate supply, the risk was covered by the contractor. It was confirmed that tests showed that over 20 metres of subterranean groundwater was available, which was considered largely sufficient.

The committee considered that all efforts should be made to provide a clean, renewable energy source for the buildings.

The steering committee **recommends** that executive committee **decide** that

(i) the strategy remains to proceed with the geothermal wells as energy source;
(ii) the contract be finalised with the geothermal energy provider, particularly with regard to compensation terms; and also with SIG, as an alternative solution in case of adverse pollution test results within one year.

The recommendations were approved by consensus.

5.9.2 Right of emption

Down payments are made by the Montreal buyers to Implenia, the construction company, for all apartments sold, according to a calendar and level of completion of construction works. At the construction start date for Montreal, not all apartments will be sold, therefore the proportionate cost of the works concerned will have to be covered. Implenia is willing to fund the cost of unsold apartments during construction, since it is highly expected that the apartments concerned will be sold at a later date, at the listed prices. Implenia requested a right of emption over the land share for each unsold apartment at construction start date, as

a guarantee to cover its risk in funding the unsold apartments, since it does not own the land concerned.

A right of emption would allow the holder to be able to purchase the land.

The WCC's lawyer explained that the right of emption will not affect the terms of the development contract concerning the share of real estate margins; and that joint decision will still be required for sale of the apartments concerned. The construction contract would require to be signed by the WCC for the unsold apartments, however, WCC would be exempted from the down payments concerned.

The costs of creating the rights of emption were less costly than a mortgage, and were included as part of the project costs within the financial plan.

In order that the construction can begin, with the cost of unsold apartments under construction being funded by Implenia, the steering committee **recommends** that executive committee **approve** the issuance of rights of emption in favour of Implenia, in relation to unsold apartments at the date of start of construction.

The recommendation was approved by consensus.

5.9.3 Investor process for the crèche, ground floor, Montreal

Following a preliminary invitation to invest, Implenia reported on four preliminary offers received, which indicated a risk that the value received might move towards CHF 2.5 million, rather than the CHF 3 million target. Bidding offers are expected in December 2019 or January 2020.

The steering committee requested that a short profile of the proposed investors' background be shared, in order to assess, among other things, alignment with WCC priorities and investment guidelines. The steering committee also required that final offers be disclosed, before decision be made; and encouraged the competitive process which might move the sales price as close as possible to the target.

The steering committee noted that it would be required to reach joint decision with Implenia to complete the investor selection process.

The steering committee **recommends** that executive committee **require** that, in accordance with the transaction review process, it receive a report on the decision of the steering committee on behalf of the WCC, together with Implenia, on the buyer of the day care premises.

The recommendation was approved by consensus.

5.9.4 Kyoto: timeline and transaction process

The steering committee concurred with the accelerated calendar for the sale of the Kyoto building, in which a financial plan would require to be approved in January 2020, leading to an investor selection process to be concluded with a transaction in June 2020.

The steering committee took note that recent studies for the building had suggested a sales price between CHF 97 million, with four floors rented, and up to CHF 120 million, with all floors rented. At present, there were letters of intention to rent for an equivalent of about three floors.

The steering committee **noted** that a meeting should be scheduled in January 2020, and that the names of any member churches interested in receiving the investor documentation on Kyoto, a potential sole owner, should be brought forward by the general secretary at that time.

This item was noted by the executive committee.

5.9.5 Demolition of all Ecumenical Centre wings in one step, as opposed to retention of two Ecumenical Centre wings while Lima might be built

The committee discussed the advantages and disadvantages of the proposed change in strategy.

The advantages included:

- Better working conditions during the construction period 2023-2025 in a new building, more detached and protected from renovation hazards and noise;
- The fact that “special conditions” for WCC in Kyoto would include a rent-free arrangement for four floors, for two or three years, including floor space for its tenants, which might then be sub-let by WCC to the tenants, creating an income stream to cover operational costs, as is currently the case;
- Likely reduced construction and renovation costs, if Stockholm, Lima and Durban could be built in the same timeframe, 2023-2025, as well as the renovation of the Ecumenical Centre.

Disadvantages included:

- Reduction in sales outcome for Kyoto, and therefore land and real estate margins, compared with a scenario where the same four floors were let commercially;
- Increased Kyoto delivery costs, to include fit-out on the four floors possibly required, also with impact on the real estate margin.

Factors, impacts or risks not yet assessed included:

- Quantification and description of space required, for WCC and for tenants, and also for archives;
- Loss of certain tenants, reluctant to accept open working spaces, and/or two office removals.

The steering committee considered that a solution which offered better working conditions to WCC staff, sister organisations and tenants during construction was preferred. The possibility of completing Green Village within in a shorter timeframe overall was also advantageous. The steering committee encouraged the approach to a co-working company

to seek the solution "with special conditions" which secured suitable space for WCC and its tenants in Kyoto.

The steering committee **recommends** that executive committee **direct** that the strategy for demolition of all wings of the Ecumenical Centre at the same time be pursued by Implenia, and that a report on the results of negotiations with a co-working company, and other relevant studies, be shared at the next meeting.

The recommendation was approved by consensus.

5.9.6 Strategy for Stockholm and Durban; and for Rio

a) Stockholm (offices, 9,040m2, ground floor +6)

The steering committee heard a report on the possible interest of several parties in purchasing office space by floor, on an "owner-occupier" basis, in the Stockholm building.

It was noted that negotiations with several parties, as opposed to one sole owner, could be more complex in the sales process. However, given the challenges observed in the efforts to let space in Kyoto over one year, in order to offer a building for sale to one investor, it was considered that a different offering of office space, for sale on a floor-by-floor basis, might be attractive to the market.

The steering committee took note that by March 2020, WCC should develop its strategy concerning whether the land should be sold, or leased.

b) Durban (offices, 12,640m2, ground floor +8)

The market did not seem likely to sustain an offering of a further large office building, intended in priority for international organisations. It might be possible to adjust the building design to accommodate student housing, which, offered under an operator contract, may be acceptable under the current designation of the building, "for business activities", under the approved Area Development Plan. Alternatively, it could be assessed whether the Area Development Plan might be amended, to include a mixed-purpose building, including apartments and business activities. Designation of a second building for residential apartments might incur a requirement for a proportion for social housing.

The steering committee supported continuation of study for both options, including an assessment of the likely sales value for Durban in either scenario.

c) **Rio** (hotel, 7,840 m2, ground floor+7)

Work has begun on studies towards the building permit; and towards a pre-lease agreement with the selected operator. In March 2020, it will be important to know whether this building is to be brought to market, or whether WCC intends to own the building, and to cover construction costs.

The steering committee decided that it will meet in January and in March, in working towards the different strategies for the three buildings.

In order to work towards the Green Village project objectives for WCC, the steering committee **recommends** that executive committee **require** that a report be brought with

recommendations for decision on the strategy for Stockholm and Rio in March 2020, addressing options of land lease or sale, or interest in investment in buildings by WCC or a member church; and a report from Implenia on the proposed change in use of the Durban building.

The recommendation was approved by consensus.

5.9.7 Reports to executive committee concerning the transaction process steps accomplished

With reference to Doc. No. 33, *Transaction review process for Green Village*, the steering committee reports upon the following:

Plan of the plot division

Ref 4 (i): On the recommendation of the steering committee, the final definition of the division of the plot included an adjustment to include land around the chapel within the plot of the Ecumenical Centre, rather than within the auxiliary plot. A copy of the final land division, which will be signed in November 2019, is included in appendix 1.

Review of the draft regulations for use and administration of the auxiliary plot

Ref 4 (ii): The steering committee accomplished its review of the Draft regulations for use and administration of the auxiliary plot in November 2019. Following final approval from the WCC lawyer, the regulations will be filed to be recorded at the land registry with the deed of land division in November 2019.

Addendum to the development contract

Ref 6 (a) The draft addendum will be circulated for approval by the steering committee, before signature by WCC signatories. This step will be completed in early December.

Deed of division of the plot, including easements

Ref (7) A summary of the deed of division of the plot, including easements, was received by the steering committee in November, as required.

Deeds of sale, and other legal documentation related to the sale of apartments

Ref (8) The steering committee completed its review of the draft deed of sale in August 2019. The steering committee received a summary in English of all other legal documentation related to the sale in November.

Selection of future apartment owners

Ref (11) The WCC lawyer was mandated to supervise the process of selection of future apartment owners. A report was brought to the meeting of November 2019. The activity will continue until March 2020.

The WCC lawyer noted that the confirmation is still awaited from the Urban Planning Department that no constraints are imposed on buyers, to sell in the future their apartment to a person working in an international organisation or NGO.

5.9.8 Ecumenical Centre renovation

The steering committee members received a copy in English of the *Historical Record* prepared by the architects, describing the approach to renovation of the Ecumenical Centre.

The steering committee supported the initiative to present an appeal to the Wilsdorf Foundation when the financial profile for the renovation is completed, with a target of January 2020.

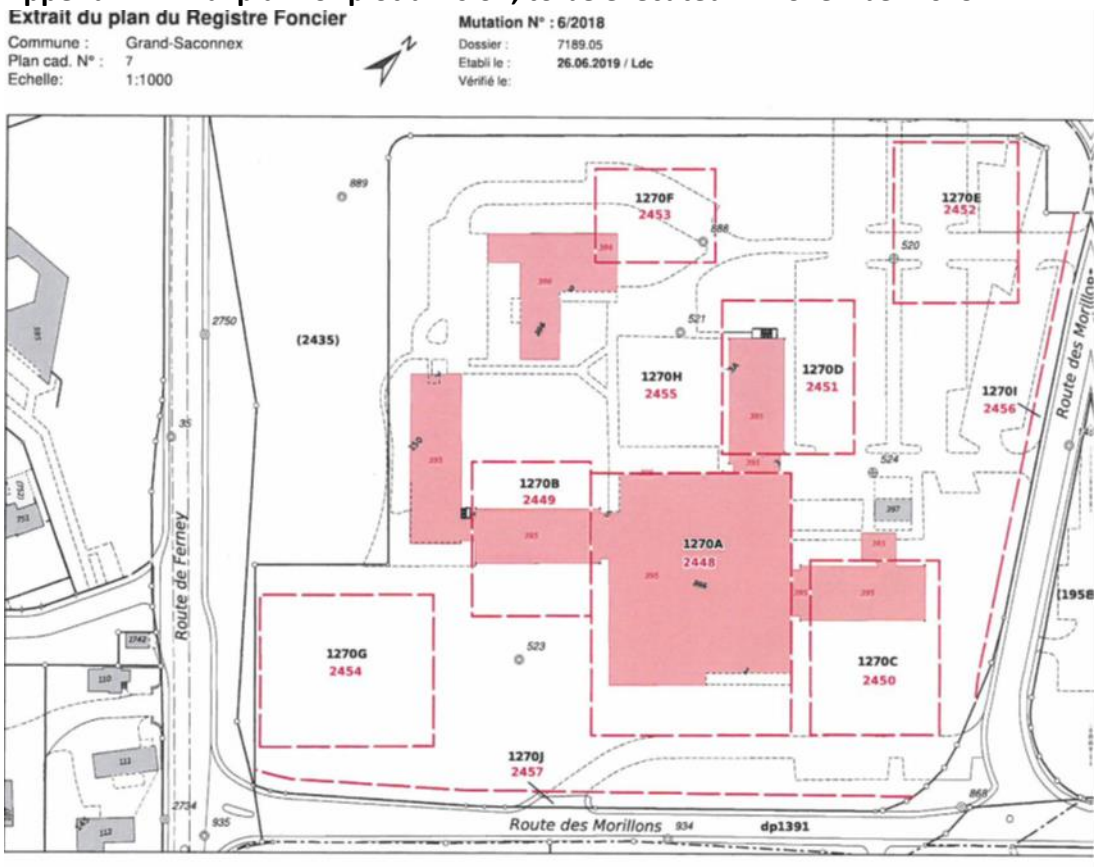
5.9.9 Signatories for Montreal deeds of sale and land registry deeds

The executive committee decided in May 2019 that:

> "the sales contracts and related land registry deeds may be signed on behalf of the World Council of Churches by the signatories registered at the Geneva registry of commerce which include both members of the leadership of the central committee and the staff leadership group, under joint authority as specified in that register, and provided that at least one signatory is French speaking." (FIN 09, May 2019)

In the event notarial meetings for the sales contracts for the Montreal building or for land registry deeds must be scheduled for a day when it is impossible for the stated signatories to be present, the signature(s) on behalf of the WCC may be delegated by appropriate legal instrument to Maître Claire Bolsterli or associate lawyers under her direction. Preference shall be given to following the May 2019 signature policy when possible. In the event the buyer is a member of the staff of the WCC, the signature shall be scheduled for a day on which the May 2019 signature policy can be followed.

Appendix 1: final plan for plot division, to be executed in November 2019



The total report was received and supported by consensus.

The general secretary said the steering committee had worked hard and very efficiently and expressed thanks to Mr Johnson and Ms Dykes for preparing and presenting the report in such a short timescale.
Dr Walker-Smith commented that she was glad to see the including of investment opportunities for the member churches. She asked if there was a timeline for this action.
The general secretary replied that it would go out as soon as possible but that it would be desirable to find a strategic way of doing this and not necessarily write to all churches. He said he was open to ideas and proposals as to how to do this.
Ms Dykes suggested an approach and timeline. At its next meeting, the steering committee would be invited to bring a list of possible investors for the Kyoto building to be sold as one building. WCC is proposing a list and we are aware that the WCC pension fund might be an interested party. Interest from individual member churches would be coordinated by the general secretary's office. Member churches would receive investor documentation prepared in a competitive way for all participants. The offers would be short-listed and brought to executive committee in March where a decision would have to be made on whether to sell or take another strategy. The Stockholm building might be sold floor by floor and may be of interest to member churches. She observed that Kyoto has been on the market for a full year and only 3 floors have indicated tenants. Investors could invest in Stockholm for their own use or to manage themselves with tenants. One question that remains is whether there would be any special conditions for member churches. Bishop Swenson concluded the session.

6. Celebration of the 30th anniversary of the Convention on the Rights of the Child.

A representative from UNICEF (Esther Waters-Crane, Humanitarian Partnerships Manager in Geneva) had been invited to celebrate the 30th birthday of the Convention on the Rights of the Child (CRC) and to share a cake with the executive committee.

She commended the partnership of the WCC and UNICEF and thanked the WCC for being a model partner for its on-going support to our partnership and WCC's leadership in key areas of children's rights issues. As far back as 1989 WCC and other faith-based partners and religious leaders around the world spurred action for the adoption of the CRC. WCC's dedicated mobilization for children continues today. Because of WCC's member churches, religious leaders, women of faith, youth groups, more children are in school, more children are protected from violence, more families have access to HIV/AIDs treatment and prevention, and more refugee and migrant children feel welcomed.

In reply, Dr Agnes Abuom thanked Ms Waters-Crane on behalf of the executive committee and UNICEF for the global partnership which has already led to so many concrete results for children across the world. Dr Abuom reaffirmed that faith puts children at the centre. She was grateful for the great response from the churches to the launch of the Churches' Commitments to Children in March 2017. She thanked UNICEF for their partnership and support and sharing of skills. The general secretary then thanked the staff for preparing the celebration, and Ms Waters-Crane and Dr Abuom for their words of encouragement for the challenges we are still facing.

7. WCC 11th Assembly Preparations

The first session dedicated to assembly planning was presented by Ms Beate Fagerli (Coordinator, 11th Assembly) together with Mr Marc-Henri Heiniger (Event Planning and Production Coordinator) and Rev. Dr Mikie Roberts (Programme Executive, Spiritual Life).

7.1 Summary of meetings to date (2019)

June 19: German Host Committee meeting, Dortmund, Germany.

July 2-4: WCC and Regional Ecumenical Organisations meeting, Bossey, Switzerland.

July 5-11: Assembly Worship Planning Committee (AWPC) Bad Herrenalb, Germany.

September 9-11: Logistical visits to Karlsruhe

September 30: Communications meeting, Karlsruhe

October 8: Sustainability meeting

October 14-16: Karlsruhe local office (KALO) visited the WCC in Geneva

November 8: KALO meeting in Karlsruhe with WCC to launch the local ecumenical encounter programme.

7.2 List of up-coming meetings related to assembly planning

November 20-26: Executive Committee Meeting, Bossey

December 2-9: Assembly Planning Committee (APC), Karlsruhe

December 3: Joint meeting of APC and German host committee, Karlsruhe

December 4-8: Assembly theme working group, Geneva

January 2020: Logistics visit

Jan/Feb 2020: GETI international planning group

Mar 16-17, 2020: Executive Committee Meeting, Geneva

Mar 18-24, 2020: Central Committee Meeting, Geneva

7.3 Nominations

An invitation letter to name delegates for the WCC 11th Assembly was sent to all WCC member churches in June 2019, with a deadline for nominations on 31 December 2019. To date, fewer than 100 nominations have been received. In September and October 2019 invitations were also sent out to ecumenical partners in working relationship with the WCC to nominate a “delegated representative”. The deadline for nominations of delegated representatives is extended to 31 March 2020.

With respect to over-all participation it is expected to have 3,400 core participants with some 4,000 more day visitors and visiting groups.

7.4 Venue and logistics

Mr Marc-Henri Heiniger explained that the Festplatz will be the heart of the assembly within a compact area including a large tent for worship (up to 5,000 people with 3,500 seated) and space for the thematic plenaries and tents for the exhibition area known as the market place (*Marktplatz*). The site will be condensed compared to Busan with ease of movement between venues.

With regard to catering, there are not enough local restaurants and so eating points will be created for up to 3,000 people eating at once. Breakfast will be in the hotels. Lunch and dinner

will be in five locations with the additional provision of food trucks for those on-the-go between meetings. People will not have to eat off-site and menus are being produced currently.

With regard to transport, the local airport will be Frankfurt with train connection to Karlsruhe. It is expected that most delegates arriving from within Europe will travel by train rather than air. Public transport is highly efficient and the municipality is helping with transport planning.

With regard to accommodation, 1,700 core participants will be accommodated in Karlsruhe, 1,320 will be 30-40 minutes away and there will be additional accommodation for visitors more than 40 minutes away. Currently 3,300 rooms have been secured and we are securing 90% of the hotel rooms in Karlsruhe.

Sustainability will be a major goal for the assembly and the actions required will present some challenges as well as having cost implications.

7.5 Assembly Programme

Ms Beate Fagerli explained that there had not been a full meeting of the APC since the executive committee in May 2019 so that the assembly programme will be dealt with at the next meeting in December and presented to the central committee in March 2020.

7.5.1 Assembly business and committees

A staff group has been convened to start preparing for the conduct of assembly business and the work in committees. The process of forming assembly committees for elections at the start of the assembly requires careful consideration. The following procedure is proposed:

- March 2020: The central committee receives the list of delegates named by the member churches. The central committee appoints the remaining 20% of the nominated delegates based on the list of nominees. The central committee then asks the executive committee to make proposals for assembly committees to the assembly, based on the list of delegates.
- November 2020: The executive committee makes a first proposal for the assembly nominations committee. Based on this, the executive committee makes proposals for all assembly committees.
- June 2021: The executive committee make adjustments to the proposals, if necessary.
- September 2021: The executive committee agrees on the final proposal to be presented to the WCC 11th Assembly.

7.5.2 Other assembly programme information

The thematic flow for the 11th assembly was presented. The APC is connecting with staff and commissions for ecumenical conversations to engage participants on critical issues, to elicit a common response and to guide further ecumenical cooperation. Twenty parallel ecumenical conversations will be scheduled during the assembly with 50 proposals having been received so far. These conversations will be only for those delegates who have the right to speak and take part in decision making at the assembly.

Although *Marktplatz* sounds good in German there is a fear of confusing participants as there is an existing Karlsruhe Marktplatz elsewhere. There will be twenty workshops each day, some one-off events/workshops alongside various stands and exhibits.

Home groups will meet every day except Saturday and Sunday. Here participants may share reflections from the plenaries. They will need good facilitation and so training of facilitators in aspects of good methodology is required. A discussion is needed as to how to share insights from the home group with the assembly while also keeping them as 'safe-spaces'.

An ecumenical encounter programme will involve local churches and schools willing to host such an encounter for non-core participants. The weekend programme will consist of 40 meeting places in three countries with very meaningful content. All venues are within range for day trips so that no overnight accommodation is required.

7.6 Spiritual Life

Rev. Dr Mikie Roberts reported that the assembly worship planning committee (AWPC) had had a successful meeting in July. They were convinced that prayer is the heartbeat of the assembly and the aim is to connect prayer into the whole day's activities. Opening and closing prayer will be interconfessional. There will be a pilgrimage to the city Marktplatz, with a celebratory nature symbolically connecting with the pilgrimage of justice and peace.

As for the daily rhythm of prayer, Dr Roberts reported that morning prayer will be one hour, there will be mid-day home groups as well as prayer under the 'magic sky' and evening confessional prayer with local parishes proposed to host.

The main Bible texts will be from the Gospels to remind us of Christ's compassionate love in action. There will be non-verbal biblical reflection to help engagement with the text. There will be a spiritual life workshop in 2020 where more materials will be produced. Planning is well on the way and the APC in December will be a critical meeting where we hope many of the recommendations will be approved and so the AWPC can move ahead rapidly.

7.7 Communications

Ms Marianne Ejdersten (Director, Communications) presented and thanked the executive committee for approving the communications strategy for the assembly. She highlighted the recommendation to include the youth strategy for communications as an appendix to the already approved strategy document.

Ms Ejdersten reported that member churches want resources for study and discussions leading up to the assembly. The Ecumenical Review and the International Review of Mission will publish special issues. There has been a joint editorial meeting with German publishers in Geneva. There have already been many media requests for learning more about the assembly. There is already a page on the WCC web-site with basic information.

From Busan to Karlsruhe Report: Committee members were encouraged to read the update on the report 'From Busan to Karlsruhe'. The team had worked through all the documents published since 2014. Questions remain as to how to frame this rich material. All materials will be available at next executive committee.

Youth communication strategy: Based on work from the ECHOS commission, two advisors had been appointed and they had had many discussions already about communication and formation. They are reaching out to existing groups within the WCC fellowship with the aim of asking them to communicate. There will be an on-line training course and a social media campaign. They are also working with young communicators to accompany the spiritual life

programme. At the assembly it is proposed to have 50-60 communicators with 50% in the under 30 age group. Up to 500 journalists may attend with 20% working with youth media.

Assembly logo: It is always a complicated task to express the theme in a symbol or logo. Aspects of the theme including love, the world/globe and the Holy Spirit need to be incorporated. It will be a challenge to tell the assembly story in an understandable way and create a logo which is easy to publish on all materials.

7.8 Finance

The assembly finance update was presented by Mr Mark Johnson. The WCC core assembly budget will be CHF 11.7 million although this may change. Estimates for additional expenditures are being worked on with the local organizing committee. The German church wishes to have a transparent budget process which will present the bigger picture to present both the WCC core budget and the other activities as financed by the German church, e.g. the visitor programme and the ecumenical learn-house. The Global Ecumenical Theological Institute (GETI), as delivered in Busan and Arusha is also planned for Karlsruhe. However this will be part of the WCC theological education programme budget.

No firm offers to fund the balance of the budget (CHF 6.8 million) have been received. Indications are that Germany may fill the gap, and subject to negotiation, this gives much hope. EKD may provide Euro 1.8 million. The German Ministry of Foreign Affairs may provide Euros 6 million. This is being discussed already and in meetings with the APC, the local hosts are very confident that this government funding can be acquired. It appears to be more of an administrative process than a political decision however final decision is not expected until September 2020. This is an excellent opportunity and has led to a framework budget being produced that is greater than the original budget. Changes have been applied to participation, venue (capacity and welcome), worship tent (however the Euros 600,000 current estimate needs careful consideration), and pre-assembly meetings. Discussions are ongoing with the German churches to create a sustainable assembly particularly in the area of carbon footprint and waste.

Mr Johnson pointed out that the assembly budget is greater than the whole of the WCC programmes budget. Receiving funds from the German government will require WCC to administrate according to German government rules including procurement standards. WCC will require increased staffing to comply. The proposal is that all funds will be transferred to WCC for management by WCC.

He concluded by reminding the committee that the profiles are not fixed and are subject to change. The executive committee cannot do more than 'take-note' of this profile. The full proposal will come to the central committee in March 2020.

7.9 Finance Questions and discussion

The moderator, Dr Agnes Abuom, reminded the executive committee that there would be another session on the assembly preparations.

H.E. Metropolitan Prof. Dr Gennadios of Sassima (moderator of the APC) referred the committee to the recommendations presented that would be taken up in sub-committee. H.E. Metropolitan Gennadios expressed gratitude to all the staff on behalf of the APC members, for their excellent work carried out with commitment, drawing on their experience,

with sincerity and in a modest way, efficiently and professionally. They have been very responsive to the APC leadership for advice and suggestions. There is a spirit of fellowship and they work in good cooperation with the German hosting committee.

H.E. Archbishop Dr Vicken Aykazian joined H.E. Metropolitan Gennadios in expressing thanks to the staff for an excellent job. He asked Mr Johnson whether the negotiations with the German government are being done by WCC or by the partners in Germany. He also asked whether there would be more options for the logo offered for consideration, or only the two already tabled.

Mr Johnson replied that the negotiations were a joint approach by WCC and the German church, because of the special relationship of church and government. WCC has to be involved because of the conditions of the grant, requiring a formal application based on a detailed budget.

Ms Fagerli added that as well as the monetary contributions, the foreign ministry had also indicated their willingness to help in other ways, e.g. welcoming people through travel allowing WCC to open up the pre-assembly meetings to more people. The German church is in a sense the go-between because they are already trusted partners however WCC has the main function.

With regard to the finance, Mrs Anne Glynn Mackoul asked whether, given the timings of decisions would there be a need for a plan B.

Ms Fagerli agreed with Mrs Glynn-Mackoul that a plan B was essential for the budget. They had only received estimates for the magic sky tent two days earlier. There needs to be a plan for reducing costs if the grant is less than expected. WCC had factored in increased costs to enable a more equal participation. WCC would support advisors so that it would not be just advisors from churches who could afford them. Pre-assemblies would be scaled down if the target income was not reached.

Rev. Dr Angelique Walker-Smith added her thanks for the excellent work. Dr Walker-Smith asked for some clarification on the process. What was happening in the commissions and are these discussions going to be mentioned here also? She stressed that we are really talking about difficult issues around reconciliation. These are substantive and structural issues of great importance with which we have to wrestle. Dr Roberts reassured Dr Walker-Smith that the structural issues are definitely present in the spiritual life planning and selection of texts.

Rev. Cora Luisa Antonio Matamoros said that from the indigenous experience there is the importance of providing a moment for talking with God and reconciliation with God. She spoke to the feelings of emptiness that could be brought by indigenous people as a witness to an evening session incorporating an act of reconciliation with God. She also reminded the committee not to assume all people from Latin America spoke Spanish and asked how the participation of those from other language groups might be facilitated. With respect to the logo – would the text be translated into different languages?

The moderator listed the official languages of WCC but said that in Busan Korean was also used. She urged members to make specific requests. Ms Ejdersten also encouraged all member churches to consider contacting WCC regarding translating materials into their own languages.

The moderator returned to the theme of reconciliation and making that space within the spiritual life. She called for a pro-active and experiential approach in the spiritual life.

Dr Roberts responded indicating that the AWPC had earlier considered reconciliation by a symbolic act and in a liturgical manner. However, they are considering pushing this further. Ideas for the confessional evening prayer might include a 'Love Feast' or traditional liturgies from other denominations.

The moderator brought the session to a close, summarizing the critical matters discussed and also highlighting the issue of how to make sure information flows are not blocked by the centralized structures of some churches. We will need to think outside the box to get the information through. She also asked whether young people can already begin reflecting on the theme and perspectives and not just be invited as reporters at meeting.

The moderator thanked the staff for their hard work and there was applause from the executive committee.

Ms Fagerli commented on the process and referred members to the document presented with recommendations. It will be important to consider whether there could be an additional APC meeting in 2020 to be able to take the process to finalization. It is also recommended that the central committee mandate the executive committee to be the decision making body between the last central committee and the assembly.

The moderator replied that all this material will go to the sub-committee for processing before bringing back recommendations to the executive committee in plenary.

In the second session on assembly planning the session moderator, Bishop Swenson, asked the executive committee to consider the recommendations presented in the assembly planning documentation.

Recommendations:

- That the central committee calls for an additional meeting of the APC in 2020, reporting to the executive committee meeting in November 2020.
- That the central committee authorizes the executive committee to make any assembly related decisions on its behalf in the period between the central committee and the WCC 11th Assembly.

The recommendations were approved by consensus.

Recommendations:

- That the general secretary present the list of "delegated representatives" from ecumenical partners in working relationship with the WCC be presented at its next meeting in November 2020, for information.
- That the general secretary present a timeline for the preparation of assembly business sessions and work in committees to the central committee in March 2020.
- That the general secretary prepare and present a plan for advice and accompaniment for the consensus decision-making process at the assembly, to be reviewed at its next meeting in November 2020.

- That the APC present an assembly programme to the central committee meeting in March 2020.

The recommendations were approved by consensus.

Recommendation:

- That the executive committee receive the information on the draft framework budget, and asks that a final assembly budget be presented to the central committee meeting in March 2020.

The recommendation was approved by consensus.

Mrs Glynn-Mackoul was impressed by the youth communications strategy but wondered how youth communicators would be trained and know the protocol before hitting send. Ms Ejdersten was grateful for the encouragement and explained that all new staff had the same introduction to protocol, policy, style, church traditions, etc. There is a policy document on how to do a press release with a process to complete before anything is posted to the web-site. There is also online education course and they will all be certified before they can start.

Dr Abuom said this goes beyond the youth strategy to how we communicate all official deliberations. We need to rethink the whole strategy for the communications and have common information essential for each grouping e.g. for women's pre-conference, EDAN and others.

Ms Falk said this issue had been discussed at the ECHOS meeting in Korea, that we need stories in youth channels as well as regular channels, but not sure that it will happen.

H.E. Metropolitan Gennadios asked for clarification on the report 'From Busan to Karlsruhe' – whether this will be presented to the central committee as a draft or as a final version. Ms Ejdersten said a full report will be prepared for the executive committee and for the central committee to approve or to ask for more work. The timeline is difficult so we need to delegate the executive committee to give final approval in November. H.E. Metropolitan Gennadios asked that this then be put as a recommendation – that the time be extended to November 2020 to finalise the report as a document for the assembly.

Ms Ejdersten indicated that the logo is in the hands of the executive committee to give advice. If one is picked it may be possible to ask for modifications over the weekend and get a new proposal for next week. H.E. Metropolitan Gennadios added that the designer is very well known and had worked for the Porto Alegre and Busan assemblies. He said we may need to ask him about his idea on the symbolism, what was in his mind, so we can understand the proposal better.

Ms Ejdersten said that normally, when working on the symbol, they have the theological reflection well advanced, however at the moment the symbol is ahead of the theological reflection. H.E. Metropolitan Serafim referred to the logo and affirmed that the highest point of Christ's love is represented in the logo with the icon of crucifixion.

Ms Ejdersten asked for feedback on the assembly logo proposals and various members commented on the proposal. She said the designer would work on more versions through the weekend to be presented later in the meeting. It will be taken to the APC for final

discussion and approval. Dr Walker-Smith asked that proposals from the EEF commission report be not forgotten – but forwarded also to the APC.

Recommendations:

- That the general secretary present the report "From Busan to Karlsruhe" to the meeting of the central committee in March 2020, with the possibility of added information to be presented to executive committee in November 2020 for final approval;
- That the executive committee approve the Orthodox pre-assembly meeting in 2020, to be held in Cyprus, 1-8 October 2020;
- That the recommendations from the commission on education and ecumenical formation as presented be forwarded to the assembly planning committee for action.
- That the APC take note of the discussions in the executive committee on the logo for the assembly and to conclude and decide on the logo at its next meeting.

The recommendations were approved by consensus.

8. Programme Presentations

The programme overview was presented by Bishop Petra Bosse-Huber. The moderator for this session was Dr Agnes Abuom.

The programme sub-committee requested that the executive committee receive and comment on the summary of the documents presented. More detailed conversation will then take place in the programme sub-committee.

8.1 2020 plans and budgets

The programme plans and budgets for 2020 reflect the on-going work of the WCC as a pilgrimage of justice and peace.

The plans for next year reflect a regional focus on the Pacific, which has been coordinated with the Pacific Council of Churches. The thematic focus for 2020 – Caring for People, Water and Earth – was inspired by the Pacific churches and reflects their desire to engage the entire fellowship of WCC member churches in God's call to mission and discipleship in the world.

With the 11th Assembly on the horizon in 2021, the plans for 2020 reflect efforts to harvest the past eight years of work and prepare an assembly that will engage the fellowship in providing direction for the future.

The plans and budgets reflect feedback from funding partners to draft plans and requests; as well as further work by staff in October aimed at addressing reductions in implementation cost, reducing carbon footprint and ensuring ample time to prepare the assembly programme.

8.2 Follow up to Executive Committee Programme Decisions

In follow up to the executive committee programme decisions, the one issue to be highlighted here which does not have a document is the executive committee recommendation that the general secretary monitor how programmatic cooperation between the WCC and the ACT Alliance is strengthened. A meeting of the leadership of the WCC central committee and leadership of the ACT Alliance board will take place on 20 February 2020 to discuss programmatic cooperation.

8.3 Proposal for a Pre-Assembly Programme Evaluation

The pre-assembly programme evaluation, along with the Busan to Karlsruhe report, reports of commissions, joint working groups and project evaluations, will help the 11th Assembly fulfil its mandate regarding the review of programmes undertaken to implement policies adopted by the Busan assembly.

The evaluation will focus on how the WCC strategic plan has informed the programmes undertaken in the period 2014-2021 and served as a tool for monitoring and evaluation. The proposed approach includes a five-member evaluation team nominated by the central committee; and timeline for completion by the executive committee in June 2021.

8.4 Update on Evaluation of Ecumenical Initiatives and other evaluation process

The executive committee meeting of November 2018 requested regular reporting of evaluation of programmes and projects, with particular focus on ecumenical initiatives. Following the evaluations of WCC-Ecumenical Accompaniment Programme in Palestine and Israel (WCC-EAPPI), WCC-Ecumenical HIV and AIDS Initiative and Advocacy (WCC-EHAIA) and WCC-Ecumenical Advocacy Alliance (WCC-EAA), additional evaluations are underway for WCC- Ecumenical Disability Advocacy Network (WCC-EDAN), the Ecumenical Water Network (WCC-EWN) and the Ecumenical Indigenous Peoples' Network (WCC-EIPN); with the goal of completing evaluations of all ecumenical initiatives before the assembly in 2021.

Evaluations are also being conducted for the 'Diakonia and Capacity Building' workshops, the Jerusalem Inter-Church Centre (JIC) and the 'Trauma Transformation and Healing' project. Mapping exercises are being conducted on the churches' response to racism and racial justice and inter-religious relations.

8.5 Concept paper on Programmatic Initiative on Overcoming Racism, Racial discrimination and xenophobia

The executive committee meeting of May 2019 requested a concept paper on the issue of racism, discrimination, xenophobia and ethnicity, based on the learnings of WCC work on racism that will lead to another programmatic initiative. The document is a response to that request and is divided into 5 sections as follows:

1) Background which highlights theological and practical learnings from the Programme to Combat Racism
2) A description of Global Manifestations of Racism Today based on the issues raised at the Japan Theological Forum on Racism in September 2019
3) Presentation of a short report from the WCC member churches mapping exercise on Racial Justice
4) More theological reflections on global manifestations of racism today
5) Programmatic directions which include:
    a) Advocacy – Churches overcoming racism
    b) Reflection – Churches addressing the complexities of racism
    c) Convening – Promoting the ecumenical response to overcoming racism
    d) Leadership – Promoting new initiatives through ecumenical formation
    e) Assembly – Manifesting the churches' commitment to overcoming racism

8.6 Updated Draft WCC Gender Justice Policy and Proposal for equal work conditions in the WCC: implementation of the Gender Justice Policy

The executive committee meeting of May 2019 made some suggestions for revisions of the gender justice policy. Those revisions have been done as reflected in the two documents presented by the general secretary. Here we highlight for the following points from the general secretary's presentation:

1) The Gender Justice policy is not about ordination of women but a harvest of reflections over time in the work of the WCC on just relationships between women and men among WCC staff, governing bodies, commissions and reference groups.

2) This policy document:
    a) Describes the rationale for the policy as to how the unequal and unjust power relationships that exist between women and men, have impacted the ability of God's people to live life in fullness
    b) Describes the historical background that informs the drafting of the policy found in the many statements, reports, policies and guidelines of the WCC
    c) Presents the biblical and theological foundations for gender justice
    d) Outlines the principles that derive from these foundations
    e) Proposes the implementation of the gender justice policy by WCC staff, governing bodies, commissions and reference groups

8.7 Conversations on the Pilgrim Way: Invitation to Journey Together on Matters of Human Sexuality resource document

The general secretary's report covered the issues in this document.

Bishop Bosse-Huber invited the moderator of the reference group on human sexuality, Archbishop Emeritus Dr Anders Wejryd (WCC President from Europe), to add his comments on the document.

Main points of the presentation:

1) WCC was founded to address those questions of theology and ethics which are divisive among and between the member churches, and to seek reconciliation and unity
2) For over 50 years the Council and some member churches have wrestled with the issue of human sexuality
3) Conversations on the Pilgrim Way is an invitation to the member churches to journey together on matters of human sexuality
4) The document draws on previous work undertaken in the period 1999-2005 and reports of the different WCC commissions (Faith and Order, CWME, EEF and CCIA) which have been received by the WCC governing bodies
5) Membership of the reference group on human sexuality reflected the diverse confessions and regions of the WCC
6) The document offers a wide definition which encompasses issues being faced by churches in different contexts

7) The resource document concludes with a reflection on the essential nature of dialogue, and on forbearance as essential for living with difference on the pilgrim way.

Archbishop Wejryd commented that it had been a very interesting voyage together. Although decision making is one part of the ecumenical movement another more important part is dialogue and exposure. In a safe space there can be an open-minded exchange and increased understanding of each other's traditions and responses.

He commented that the Church is challenged by issues such as human trafficking and access to pornography which pose a global threat and need a common response to protect human dignity. Our theological sources are important as we seek discernment and indigenous wisdom was a resource alongside reason, experience, scripture and church tradition. The document is offered as a resource and a development of the assembly theme of Christ's love. We need to have the conversation about how we love all people. The strategy is not to create the idea that we are taking clear stand on the issues but rather, if we move to ecumenical conversations at the assembly, then discussions will start from an ecumenical endeavour with room for different perspectives.

Bishop Bossey-Huber added that, as requested by the May 2019 executive committee, also included are a **Cover letter from the General Secretary and Communication Plan Conversations on the Pilgrim Way: Invitation to Journey Together on Matters of Human Sexuality.**

These documents were presented for information.

8.8 Update on Revision of the Resource document "Called to Transformative Action – Ecumenical Diakonia" & Revised resource document

The executive committee meeting of May 2019 received the update on the revised resource document, approved the intended direction and asked the general secretary to present an updated version to the executive committee meeting in November 2019.

Highlights of the revisions:

1) The revised draft working document is meant as a resource for the churches. It is not a policy document; its value will be in its use rather than its "status" or title
2) The revisions made to the document follow the discussions, criticisms and recommendations made at the central committee in June 2019
3) As previously agreed by the executive committee, the document includes a new Chapter 8 on Ecumenical Diakonia in a confessional context (with sections on approaches in diakonia within the various confessional traditions within the WCC) and a new Chapter 9 on Ecumenical Diakonia in a regional context
4) The executive committee is asked that the one small section still outstanding (namely the proposed new Chapter 8:11 on the peace churches' understanding of Ecumenical Diakonia) may be approved by the general secretary once completed.

8.9 Update on Pilgrimage of Justice and Peace: priority countries report and other PJP activities

This document is divided into three sections as follows:

1) A brief report of activities in the WCC priority countries. The initial priority countries that need a particular accompaniment for peace and justice were: Korean Peninsula, Israel/Palestine, Syria, South Sudan, Democratic Republic of Congo, Nigeria and Ukraine. Since then the number of priority countries has increased to include: Iraq, Burundi and Colombia
2) A brief report of the CCIA webinars on racism which are promoting regional conversations on racism – PJP theme for 2019
3) A brief report of the pilgrim team visits to Korea and Japan organised by ECHOS, Indigenous Peoples and EDAN
4) A brief report of the Theological Forum on Racism in Japan
5) A brief report on the PJP 2020 theme which is *Care for People Earth and Water* and with the Pacific as a regional focus
6) A brief report on 2021 theme which is *Indigenous Peoples and Racism* with North America as a regional focus

8.10 Programme Discussion, part I

The moderator of the session commented that these were three substantial reports and the executive committee needed to take note of the status of each document. She underlined the role of WCC in providing spaces for dialogue and providing safe spaces and resources to facilitate conversations.

H.E. Metropolitan Nifon asked for clarification as to the status of the documents in the light of the 'for action' in the title of the document on Conversations on the Pilgrim Way.

Dr Abuom reiterated that neither this document on issues of human sexuality nor Ecumenical Diakonia are policy documents but rather resources and guides. Bishop Bosse-Huber said the proposal was to use the documents as a resource and not a policy document – and the action is that we have to journey together.

This status was affirmed by the executive committee by consensus.

Mrs Glynn-Mackoul reminded the meeting that there is a communication plan for the human sexuality document. She cautioned the group to follow very closely the language of the document and that language is used so there is no misinterpretation.

Archpriest Mikhail Goundiaev commented on the document Conversations on the Pilgrim Way saying that in some places it was provocative. He asked about the possibility of sharing with the member churches and introducing changes based on their feedback before the assembly. He also indicated that it could be improved in some places including referencing original source documents when possible (e.g. on p. 10). The general secretary said that he hoped the executive committee would provide such feedback and suggestions this week and beyond.

Mrs Glynn-Mackoul said that amazing work had gone into this document and thanked the reference group for an impressive document.

Dr Walker-Smith, referring also to document Conversation on the Pilgrim Way said that the introduction of the moderator of the reference group was very important, i.e. to be very aware of our context. It is important to name the context and trends. There is a place for the churches to state what they agree upon in terms of what we all find unacceptable so we can offer a proactive witness as Christian people. This is a pastoral and a prophetic statement.

Archbishop Wejryd replied that the reference group would be happy to work on this. What we agree upon could be lifted out more clearly. This would not be in terms of bring up things to decide upon but rather to note what is already agreed.

H.E. Archbishop Vicken referred to the document Update on Pilgrimage of Justice and Peace and said that with regard to the priority countries we need to include actual numbers to underline the seriousness of the situation and the urgency for action, especially in the Middle East, before it is too late. He said that 50 years ago there were 8-9 million Christians in the Middle East but now there were fewer than 1 million. There were 4.5 million in Syria, now fewer than 400,000. There had been 150,000 Palestinian Christians, now there were only 15,000 left. This is a moral responsibility and we must not forget these Christians, or we will have a Middle East without Christians. He said that in his own church there used to be 45,000 members in Palestine, now there were fewer than 3,000. Dr Abuom assured the archbishop that this issue will be picked-up in sub-committee along with others, e.g. issue of persecution of Ethiopian Christians.

The general secretary responded to Archbishop Vicken's points referring him to the substantial section in the public issues report on the Middle East, recording what actions had been taken in the last period. He asked what more or what else could be suggested for the Pilgrimage of Justice and Peace in the Middle East and how can we advance the strategy further? He also indicated that inter-faith relations also had to be part of the strategy.

The moderator, Dr Abuom, expressed gratitude for the serious listening to various voices in the family and offering space to be heard – and not taking positions for them. She requested Bishop Bosse-Huber to continue with the presentation of documents.

8.11 Progress Report on Theological Themes in the Context of the Pilgrimage of Justice and Peace

Since 2014, study and reflection have been done on what it means to be on a pilgrimage of justice and peace for the churches today. The pilgrimage of justice and peace theological study group and the reference group of the pilgrimage of justice and peace have proposed four themes which are results of reflections since 2014, especially through the pilgrim team visits:

- Truth and Trauma
- Land and Displacement
- Gender Justice
- Racial Justice.

The four theological themes will be updated at the annual meeting of pilgrimage of justice and peace theological study group and the reference group of the pilgrimage of justice and

peace in Fiji in January 2020. The revised document will be background information for the pilgrimage of justice and peace plenary at the central committee March 2020. The four themes are also an illustration of the four themes proposed by the central committee in 2014, which were: life-affirming economies, climate change, nonviolent peacebuilding and reconciliation, human dignity. The two sets of themes are closely interrelated to one another.

8.12 Coherence of the whole field of WCC Health and Healing

The WCC executive committee meeting of May 2019 asked 'the general secretary to reconfigure the cooperation between WCC-EHAIA and WCC-EAA and to work in the direction of coherence of the whole field of health and healing and close cooperation to be mostly effective, and to report on this to the executive committee in November 2019.'

The document responds to this request by presenting a proposal for the reconfigured future work of all the different facets of health and healing including the work of WCC-EHAIA and WCC-EAA in the WCC. The aim is to make the WCC response to health and healing concerns more coherent and connected, to serve member churches and communities in a more holistic and effective manner. Building on the 2018 'Ecumenical Global Health Strategy', the proposal works towards the goal of bringing 'health and wholeness for all' and with the Mission to 'accompany churches and equip communities to become healing communities'. This new approach envisages the bringing together of the health and healing related work of WCC, without losing the specificity and depth of the work, to be comprehensively responsive to emerging challenges, in a global situation of great urgency, respecting the intersectionality that health has with the different facets of life and the environment. Keeping people and communities in the centre, the work is aimed at lifting up the key issues that are dismissed (what is not said) and people who are marginalised (those who are not at the table of decision making). The proposal also aims at the transformation of the ecumenical movement to become a point of reference, a convener and a leader on all issues of health and healing while keeping its primacy among faith communities in dealing with HIV.

The key health issues that churches and communities face will be approached through a matrix of 'Three Pillars' and four transversals. The three pillars are Churches Engagement, Advocacy and Service Delivery. The four transversals are Theological Reflection, Research and Documentation, Training and Accompaniment, and Communications and Networking. It proposes the establishment of a commission on health and healing to replace the current two international reference groups and two working groups. The proposal is consistent with the combination of current budgets for health and healing, WCC EAA and WCC EHAIA.

At a later session this subject was further explored with Bishop Dr Mary Ann Swenson moderating the discussion.

Prof. Dr Isabel Phiri introduced the staff responsible for this programme: Dr Manoj Kurian MD (Coordinator, WCC-Ecumenical Advocacy Alliance WCC-EAA); Dr Mwai Makoka (Programme Executive, Health and Healing); Rev. Dr Nyambura Njoroge (Programme Executive, Ecumenical HIV and AIDS Initiatives and Advocacy, EHAIA) and Frederique Seidel (Special Advisor on Children's Rights).

Dr Makoka summarized the background to the proposal. In 2018, at its meeting, the central committee approved the five strategic areas in the Ecumenical Global Health Strategy:

1. To promote scientific and ethical reflection on health matters from a Christian perspective;
2. To promote theological and biblical reflection on health and healing;
3. To promote the health-promoting churches concept;
4. To strengthen documentation of ecumenical health work;
5. To support advocacy, networking and capacity building for ecumenical engagement on global health.

Currently within WCC programmes there are a diversity of activities. EHAIA (Ecumenical HIV and AIDS Initiatives and Advocacy) is working on HIV and the cultural and social drivers for HIV. EAA (Ecumenical Advocacy Alliance) is working on advocacy and the uptake of testing and paediatric treatments. Also in the EAA programme is the 'Food for Life' campaign on food and nutrition. In the Health and Healing programme area, we are working with church hospitals and medical institutions and with wider networks on the ground but also interacting with WHO with whom we are in an official relationship. This current proposal is to realign all these programmatic areas to make a more coherent whole and to allow for the sharing of resources and expertise.

The three pillars and four transversals are referred to above. Examples of the existing work that will come under the church engagement pillar:

- HIV treatment adherence manual
- Health promoting churches
- Churches' Week of Action of Food
- Biblical reflections on health
- 10 Commandments of Food
- Adolescent sexuality education
- Beacons of hope and channels of hope

Examples of the existing work that will come under advocacy pillar:

- Faith on the Fast Track: HIV Campaign
- Food for Life Campaign

Examples of the existing work that will come under the service delivery pillar:

- Official relations with World Health Organisation (WHO), and with Joint United Nations Programme on HIV/AIDS (UNAIDS).
- Ecumenical organisations like African Christian Health Association Platform (ACHAP), Ecumenical Pharmaceutical Network (EPN) and Christian Connections for International Health (CCIH).
- Developing tools and resources to accompanying churches to establish national ecumenical health networks.

Dr Kurian then spoke on the key issues and explained that when we have the vertical programmes and the overarching structures it will be possible to take on the key issues which are:

1) Emerging challenges to health and well-being such as new epidemics (e.g. Ebola), expanding non communicable diseases, mental health and anti-microbial resistance;
2) Entrenched challenges, that continue to hamper health be it maternal and reproductive health, malnutrition, HIV, malaria or tuberculosis;
3) Bioethical challenges posed by rapidly evolving technologies, tinkering with life.

All issues will be addresses in a holistic and comprehensive manner through the matrix of three pillars and four transversals. Bringing these together will not mean neglecting the partner organizations but will bring coherence. This new structure will not need more resources, but rather existing resources will be utilized more efficiently under a single commission. The membership will be elaborated to keep diversity, engage the margins and keep expertise.

This is a tentative proposal responding to the executive committee request (May 2019) to bring coherence. The team asked for the guidance of the executive committee in preparation for the 11th assembly 2021. Following the assembly, the new structures can be implemented.

Bishop Swenson commented that this was a comprehensive report travelling in a good direction. She commented that she had followed, and was greatly impressed by, the HIV work and the ongoing effort required to address the stigma of HIV, considering the different populations effected and the issue of parent to child transmission. On the 'key issues', one of the most important challenges were the new epidemics, but it was good that mental health had not been overlooked. She expressed gratitude for the comprehensive and thorough nature of the report.

Rev. Dr Angelique Walker-Smith thanked the staff for their presentation. She commented that it is good to see food and diet in the report and the proactive measures. It is also important that advocacy is there to drive policies. Although theological reflection was there, she wanted to know where spirituality fit into the proposal. How does this engage good health with spiritual healing? There are spiritual practices that can be drawn upon for healing, e.g. within the monastic tradition. She also commented on the need for a significant focus on children and youth.

Rev. Dr Nyambura Njoroge said that spirituality is critical and at this stage it is assumed that spirituality is part of the biblical reflections. The same topic had arisen recently at the AACC symposium and of all things in Africa, healing is critical. Spirituality may also be considered under the research aspect. With regard to children and young people, the report does not go specifically into particular groups, but rather focuses on the whole human being. Of course, children are included in the maternal health area. The document is under development and will become more specific. Dr Njoroge also mentioned the Ecumenical Disability Advocacy Network (EDAN) and stated that the area of disability does tend to be overlooked and this needs to be taken seriously in the document too.

The general secretary asked presenters to say more about how WCC works with WHO and the new memorandum of understanding, as this is part of rationale for this proposed change.

Dr Makoka explained that WCC and WHO are historical partners and this arrangement will strengthen our working together. Most of the ministries of health in each country focus on curative services. When grassroots are brought in, areas may be highlighted where there is a blind spot. Modern medicine is very industrialized and commercialized and has a very strong voice at WHO. If WCC has grassroots experience from churches and communities, this brings a new narrative to the table. An example is the EHAIA experience studying the social and cultural drivers of HIV and producing materials and documents addressing the church communities. This can now be used as a 'plug and play' methodology, e.g. for hypertension and food preparation. Knowing the advocacy networks, the church engagement and the service delivery aspects, WCC has an entry point to bring unheard voice to the international discussions. This would be true also with FAO, UNAIDS and UNICEF. WCC also gives an alternative voice to the government delegations.

Dr Kurian mentioned a WHO study in 15 countries that found that 95% of children in South Korea have no exercise, both because of lack of facilities and screen addiction. The WCC children's programmes have a huge data base of schools so that connections can be made in this area. The point is to find more holistic ways of addressing challenges.

Dr Njoroge pointed to the emphasis on scientific evidence, and how the collaboration with these neighbouring institutions allows WCC to access the scientific data. An example is GAVI, the Vaccine Alliance. There is a new vaccine to prevent cervical cancer but there is a conversation to be had on the ground. Parents are asking why this vaccine is given to a 12-year-old girl. WCC can represent the voice of the church where communities have misgivings or need more education. Working together can magnify and amplify the work.

H.E. Archbishop Vicken pointed to a comment in the report on collaboration with Roman Catholics and evangelicals. He asked what kind of work was going on with evangelicals and where are they from. In response, Dr Kurian commented that health issues are existential issues and so lead to more convergence and collaboration between denominations. Related to the 2017 and 2018 global day of prayer, more open and friendly relationships have grown with evangelicals and Pentecostals. While other commissions are already working in partnership with these groups there is a spectrum. There are some negative theologies around health and healing which present a challenge to collaboration.

Dr Abuom said that on the key issues she wanted to pursue the issue raised by Dr Njoroge with regard to scientific research. In dialogue with the UN, while speaking positively about research, it is also clear that some scientific approaches can have negative consequences. She referenced Bill Gates and his drive to reduce population. She asked if WCC can mediate dialogue in such contested areas.

Dr Makoka replied that to be candid, scepticism towards modern science is often well founded. History shows policies built on lies and misinformation. When research papers are sponsored, there is pressure from sponsors and the research results can be biased. Scientists can be subverted by the promise of professorships and a global reputation. He also mentioned problems around the Afghan-Pakistan border where the same people who were used to track down Osama bin Laden are now going house to house as health workers. These are the

realities on the ground. When pharmaceutical companies have sunk millions into research, they can make it hard for WHO to withhold approval.

Dr Kurian talked about gene manipulation and how this is pushed in name of promoting health e.g. for ending malaria, but at the expense of eliminating a species. This is 'tinkering with life' and faith communities need to be in on the discussion. Similarly, in an effort to control dengue fever in Burkina Faso the approach is in danger of eliminating a whole species. Mosquitos are needed in the web of life and a holistic approach is required to address health challenges. The relationship with WHO gives a platform to address such issues.

H.E. Metropolitan Zachariah Mar Nicholovos wanted to know if there was any reference to traditional medicines which have had millennia of history in India, China and Africa. These are natural and contextual approaches that provide better results than invasive systems. Where, within our network, are such conversations going on? Dr Makoka replied that this is part of the structure, particularly in research and documentation. A lot of good practice is not documented nor recognized or financed. Most finance is from big pharma. However, there is momentum for better recognition, for better finance and for such treatments to be scaled up. He reflected that it is not possible to sit back and wait for GlaxoSmithKline, because they will do what they are good at. What is needed is a mechanism that can promote, identify and share indigenous knowledge. WCC can provide support where there would not normally be funding. In this way a body of knowledge can be developed.

H.E. Archbishop Vicken asked about WCC approaching big donors like Bill Gates or the Jimmy Carter foundation to fund the work. Dr Kurian replied that these funding sources are not neutral. Bill Gates Foundation focusses on quick technical fixes and not on promoting the empowerment of people. WCC needs to have a strong voice to dialogue and challenge. Each human being is a community of creatures. Theologians can help scientists to be more humble. WCC should balance funding and advocacy. Funding is sometimes secondary to the generation of ideas and creating dialogue.

H.E. Metropolitan Gennadios thanked the staff for a very interesting and challenging report. He commented that theological reflection should not be limited to biblical reflection but include many other sources, e.g. writing from monastic ascetic life, the Latin fathers and Eastern fathers. This approach is 'a la mode' and coming again into healing and health so we should take an interest in this very spiritual approach. Secondly he wondered how far the programme envisages being in contact with medical centres and providing education on bringing health and healing together. He gave an example from Tirana, Albania where the church has participated in the training of medical personnel in the relationship between physical and spiritual healing. The private medical centres, while founded by the Orthodox, are open to everybody because what is important is human dignity and combining the health and healing of human being.

H.E. Metropolitan Serafim asked if we can take the proposal seriously to seek out funding from the large foundations in the USA. Perhaps Archbishop Vicken can help together with the National Council of Churches of Christ in the USA.

The general secretary commented that this is an enormous field encompassing human life and all of creation. It can be overwhelming so we need to know what kind of discussion we can have. The general secretary challenged the executive committee to help make the WCC

global community more aware of the holistic dimensions and theological motivation behind the role of the church in bringing health and healing to all people. Member churches must ask 'who has access to health?' because this is a big moral issue and an issue of justice. This is just one of the issues we have to raise but it must be raised in all countries. It is the task of the state to provide health services to all people, but often it is left to the churches. He then warned, on the matter of theological reflection, that we should not put theology and scientific medicine in competition as if they are separate. We must not be misunderstood and we give thanks to God for medicine and scientists. He also warned that we cannot do everything and need to prioritize. How can WCC maximize the benefit of being next-door to WHO? This is one of our strategic assets.

The moderator thanked the team and indicated that the proposal would be discussed further in the programme sub-committee.

8.13 Commission Updates

8.13.1 Commission on World Mission and Evangelism

The CWME meeting 16-22 May 2019, Helsinki, Finland, was the first commission meeting after the Arusha 2018 Conference on World Mission and Evangelism. A highlight of the meeting was the launch of the Arusha Report, which has been well received, especially the "Arusha Call to Discipleship". The aim of the commission meeting was to report on and discuss the follow-up of the 2018 Conference as well as to plan strategically for the two and a half years leading up to the next WCC assembly in 2021.

The commission re-structured its working groups with the strategy in mind. A new strategic working group, "Theology for mission", was created, indicating the importance of theological topics taken up in Arusha 2018 (e.g. transforming discipleship, mission from the margins) as well as to indicate CWME's readiness to read the next Assembly theme, "Christ's love moves the world to reconciliation and unity", from a missiological perspective. Working groups on evangelism and on transforming discipleship were re-named. The working group on mission from the margins continued with the same composition. All three CWME working groups were encouraged to work both theologically and practically on their respective fields, "building bridges" between Arusha 2018 and Karlsruhe 2021.

From the point of view of fostering the understanding of mission among the WCC member churches and beyond, a small task force, the "event group", was created to be responsible for the coordination of the ongoing work for a mission plenary in the WCC central committee meeting 2020 and a mission contribution in the next WCC assembly in 2021. These events will highlight the current understanding of mission, as well as mission as a founding element of the WCC, of the ecumenical movement and Christian unity (John 17:21).

8.13.2 Commission on Faith and Order

The commission met in Nanjing China, 13-19 June 2019. 37 of its 46 members attended or sent proxies. The aims of the meeting were to review the ongoing work in preparation for the 2021 assembly and to encourage the reception in China of the convergence document The Church: Towards a Common Vision (TCTCV). The commission approved two new texts that relate PJP themes to church unity: "Cultivate and Care: An Ecumenical Theology of Justice for and within Creation" and "Love and Witness: Proclaiming the Peace of our Lord Jesus Christ in a Religiously Plural World". It advanced its work on two areas of ecclesiology: 1) the

ecumenical interpretation of the responses to TCTCV; and 2) the discussion of TCTCV-related themes with representatives of the so-called “new and emerging ways of being church”. It also reviewed the ongoing work on “moral discernment”, which aims at helping churches to better understand why and how there are significant disagreements on moral issues. The commission approved the proposal for a Sixth World Conference on Faith and Order (Nicea 2025) to be held in 2025 in connection with the 1700th anniversary of the first ecumenical council. The secretariat advanced the work on the Faith and Order Digital Library by completing the writing of abstracts for some 320 documents. Resources for the Week of Prayer for Christian Unity in 2021 have been prepared by the sisters of the monastic community of Grandchamp, Switzerland, on the theme “Abide in my love”.

Fr Prof. Dr Ioan Sauca brought the group’s attention to the Faith and Order proposal for a World Conference (Nicea 2025) linked with the 1700th anniversary of the first ecumenical council. He said that a decision needs to be made at central committee as to whether it can take place or not.

Rev. Dr Prof. Odair Pedroso Mateus (Faith and Order Director) commented that, in the past World Conferences in Faith and Order had been doctrinal debates on visible unity. The last F&O world conference took place 1990 when H.E. Metropolitan Gennadios was moderator of the commission. The first ecumenical council was about the transmission of the apostolic faith into tomorrow’s world. This proposal is forwarded for consideration.

H.E. Metropolitan Nifon said the proposal had received an enthusiastic reception at the joint working group between the Roman Catholic Church and WCC. This is a message of unity from the first millennium and part of the basic history of Christianity and the formulation of doctrine. The proposal should be welcomed with hope and enthusiasm.

H.E. Metropolitan Gennadios said that for planning purposes a decision should be made as soon as possible. Faith and Order have a meeting in January in Geneva to begin to reflect on Nicea 2025.

There was some discussion regarding the links between the Faith and Order Commission and regional institutes and organisations, particularly about the input of the faith understandings of indigenous people. Dr Mateus commented that there were Faith and Order members upholding this concern and a continual dialogue between contextuality, theology and catholicity. The commission does not relate directly with theological institutes but does need to engage with them.

8.13.3 ECHOS – Commission on Youth in the Ecumenical Movement

The ECHOS commission met in Seoul, Republic of Korea, 9-16 August 2019. Prior to the commission meeting, the commissioners attended the Youth Pilgrimage of Justice and Peace in the Korean Peninsula between 9-12 August, in partnership with the Ecumenical Youth Council in Korea, NCC Korea. The commissioners also attended the workshop “Walking with Peace, Reclaiming Hope” and celebrated the Ecumenical International Youth Day in conjunction with Geneva. On 13-15 August the commission held its third and last commission meeting and summarized its work in recent years, setting the course for the next journey that is connected with the proposal to change the name of this commission and also the revision of its bylaws.

During the sessions, the commissioners learned about the work of Education and Ecumenical Formation, Faith and Order, and Commission of the Churches on International Affairs and reference groups. The question and role of youth advisors was discussed. The core topic of this meeting was the revision of the bylaws and drafting of a new version that will be helpful for future commissions. The commission also received reports from the youth engagement in the ecumenical movement and the assembly communication strategy. The ECHOS commission made recommendations concerning the 2021 assembly and beyond that were addressed to the central committee, assembly planning committee, WCC communication strategy, and the youth engagement in the ecumenical movement.

At a later session, moderated by Bishop Mary Ann Swenson the discussion about the youth commission continued with Ms Emily Evans (United Church in Australia) joining the meeting via video link. Ms Evans first recognized the fact that she was speaking from land stolen from the indigenous peoples. Then she called upon the members to remember the time when they were younger and to have open hearts to the call of the Spirit in this on-going conversation.

Ms Evans referenced the Youth Statement from Amsterdam 1948: the Church is a family in which old and young are bound together and stand in need of each other and that it would be for the younger generation to dedicate their lives to working out the consequences of Amsterdam 1948.

Ms Falk then asked the executive committee on what hinders young people from engaging in the ecumenical movement:

- in some cases parents don't want their children to go to activities
- in other contexts it may even be church leaders who do not want to give up their place in order to give a chance to young people
- younger people are busy with studying and don't have time because of school requirements. Too many of our meetings are in school time. They may prefer to concentrate on their studies.
- they can be scared when they see so many elders and feel like they are in the wilderness.

H.E. Metropolitan Serafim talked about youth from the Lutheran World Federation he had met after Busan. At the UN COP19 in Poland, during the tsunami tragedy in Philippines, the Lutheran youth played an important role with the support of all the faith communities, especially by WCC, for the introduction by the conference of the Loss and Damage Fund protecting victims of climate change crisis. He talked about needing to find young people who will be the voice of youth and to assist in preparing them before and after local and international meetings and help them to organize networks. He reminded those present of the role of member churches in nominating young people.

Ms Falk then asked executive committee members to share with their neighbours regarding 'what opens up the opportunities for young people to engage in ecumenical meetings'.

- participation is greatest when spaces are given for the youth to engage with issues they are most passionate about e.g. justice, democracy and climate. They are not so interested in positions but rather about influencing and seeing change so we need to tap into this.

- we must be humble to receive and not just to give. We must be ready to be mentored by the youth

Bishop Rex commented on a presentation at central committee in Trondheim on millennials and the church. He recalled it as a very profound reflection on what they could do in the church and we need to review that.

Ms Falk said that an atmosphere of welcome in the room is encouraging and youth want to know that they are needed.

Ms Evans followed up on Bishop Rex's point and stressed the importance of listening to what the youth are telling you. We are often referred to as future leaders within WCC or local churches but we are leaders in the present time. Today's young people will continue to grow and develop and lead WCC into the future. Although there are younger persons on all the commissions and governing bodies of WCC, the representation is not up to the quota of the constitution or to our expectations. It is essential that young people participate so that their voice can be strengthened and heard.

Ms Evans then turned to the proposal for a new name for the ECHOS commission and invited Ms Falk to share the history of the commission.

Ms Falk said that the 9th assembly had endorsed the development of young leadership in all programmes with a more direct impact on decision making. This was the start of the ECHOS commission which was created to coordinate the connection and communication between young people and to create a space for the participation of young people in the WCC. It was also meant to hold WCC accountable to its goals. The commission is in its second term and is still new but is endeavouring to fulfil its mandate.

Ms Evans continued by explaining that the commission had met every two years, this year in Korea and previously in Romania. In Romania there was a review of achievements towards fulfilling the aims and functions of the commission. The question was raised as to whether the commission was the best structure moving forward. As for consensus decision making it was functioning well. In May at the executive committee several commission members (including Ms Evans) met with the general secretary, with Dr Abuom, with Prof. Dr Sauca and Mrs Glynn-Mackoul to discuss strategic ways to further develop the voice of young people in the ecumenical movement and to ensure the greatest impact. One suggestion was a review of the by-laws and this was a main objective at the commission meeting in Korea. The report presented from that meeting outlined the key changes particularly to the aims and functions.

The revised aim was to ensure that the prophetic voices of young people are present and heard within the WCC; and to empower young people through networking and ecumenical commitment on various levels.

The five key functions would be:

1) To advocate for the sustainable and active participation of young people in all commissions, reference groups and governing bodies of the WCC;
2) To ensure that the voices of young people impact and influence the development of programmatic priorities of the WCC;

3) To enable the sharing of ecumenical experiences, challenges and questions among young people from around the world in order to stand in solidarity and advocate on urgent contextual issues;

4) To advocate for leadership development opportunities and to encourage ecumenical formation for young people within the WCC;

5) To embody intergenerational partnership and dialogue through young people's active participation in the global ecumenical movement.

An area of major change in the proposed bylaws is around membership. Having looked at the membership structure of other commissions. Faith and Order have 49 members, CWME have 42 while ECHOS has only 20 members and currently only 17 places are filled. The proposal in the new bylaws is to strengthen the connection to the commissions by having two representatives from each commission rather than one.

At the central committee in 2014, after a concern was raised by the youth, four names were added to the list. However, we cannot just keep adding seats to the table. Youth representation must be considered rather at the start of process when nominating names.

Another key area is in finding representation from the regions. Currently youth advisors participate in the central committee meetings, but this is only a "band-aid" solution because the 25% representation level has never been reached. There are recommendations in the new bylaws as to how to strengthen links with the regions through closer working with regional ecumenical bodies in order to increase the diversity of youth contributions. One young person cannot speak for all young people and this highlights the need for diversity in membership. As for any commission, listening and consensus are important as we build a safe space for young people, build solidarity and share our passions. It is understood that this is one step in the process and the report will be sent to sub-committee. The recommendations can then be sent to the central committee in March.

Ms Falk said a little about the new name. She explained that they did not want to be ECHOS of the past but rather the voice of the future. YPEM is perhaps not the best acronym, but is a step in the right direction.

H.E. Metropolitan Serafim reminded the meeting of his earlier suggestion that more funds be found for the youth work. Although the general secretary had pointed out that the Bossey budget supports young people's work, it would also be possible to ask for a transfer of a few percent from each of the other programmes.

Dr Walker-Smith thanked the presenters for the report and stressed the very important issue of resources. She also asked the committee to be aware that the ecumenical leaders over the last 70-plus years had been nurtured through the World Federation of Christian Students, the YMCA, etc. ECHOS has a legacy around the formation of the ecumenical movement by young people. She asked the presenters how they viewed the networks of young people in the newly constituted commission. She referred to youth movements on the ground where activities are very strong and asked how these will inform the commission. How will this key relationship be understood and how will it resource participation in, and leadership of, the commission?

Ms Evans said that was a very good point. During the review in Romania, and learning from the experience of the last few years, they had realized the importance of getting the right people around the table who could connect the commission with the local context. This is addressed through proposals to improve connection with the regional ecumenical bodies, and communicate with them through the proper channels. They also need to help strengthen the listening that member churches do with the youth. The changes to the bylaws are part of bigger commitment to connect to the local context and to the signs of the times. Changes to the bylaws are only one aspect of what is needed.

The general secretary gave his thanks and stressed the importance of this work for better youth engagement. He commented that the functions are clearly set out, however he suggested the order be changed to indicate priority. The first priority should be to facilitate the voice of youth in all parts of the world.

Mr Rudelmar Bueno de Faria (ACT Alliance) added his thanks for the report. He said it was a good moment for this discussion. He mentioned that ACT Alliance has opened up two new positions on the board for young people. For the sake of the one ecumenical movement, he suggested more connection with ACT Alliance within the programmatic areas. There are already some informal agreements and connections such as on the issue of climate change.

Ms Evans added that in an off-line meeting between ACT Alliance and WCC, young people had been strategizing on how to have stronger voice within the ACT Alliance structure. In Busan there had also been frequent meetings. A close working together with the community of practice as well as ACT alliance was very important.

Mrs Glynn-Mackoul commented that she had sent some technical comments on the changes to the sub-committee. There is a challenge now of continuity because those who have worked on the bylaws are now moving out of the age category. Presumably the new commission will be mostly new members and there is an issue of mentoring and transition so dynamism can be maintained.

Ms Evans responded by saying that the bylaws state that representatives must be between 18 and 30 at the start of the commission period. As she had just turned 32, she affirmed that she would not be eligible for the new commission. She said they would be promoting a mentoring and buddy system around the transition. There is the hope that for the first meeting of the new commission, several of the former commissioners might be invited to share learning with the new group and help them to understand the history and hold on to the vision. In the lead up to the assembly, members of the commission will be engaged in preparation.

Bishop Swenson added her thanks for a fruitful conversation and interesting presentation. The document was referred to the sub-committee.

8.13.4 Commission on Education and Ecumenical Formation

The commission met at the Ecumenical Institute Bossey, 28 October – 1 November 2019. It received reports on the work of the Ecumenical Institute and the activities of the project on Ecumenical Theological Education (ETE) which included a report on the Global Ecumenical Theological Institute (GETI) in the context of the World Mission Conference, Arusha 2018. The commission was involved in GETI through its Network of Institutions of Higher Ecumenical

Theological Education (NIHETE). The Pan African Women Ecumenical Empowerment Network (PAWEEN), an initiative with strong support from the commission, celebrated its achievements during the last couple of years, including a recent issue of The Ecumenical Review. The working group on youth and inclusion also presented a brief report, calling for closer links between the ECHOS commission and the other WCC commissions.

The programme of the commission also included an encounter with Bossey students and a panel discussion on ecumenical theological education co-organised with the Faculty of Theology at the University of Geneva and the Institute of Post-Graduate Studies in Orthodox Theology in Chambésy. An important part of the agenda was dedicated to the contribution of the EEF commission to the 'From Busan to Karlsruhe' report and preparations for the assembly (marketplace, ecumenical conversations, etc.). A special issue of The Ecumenical Review on EEF is planned for 2020 with contributions from a range of commission members. Recommendations of the commission concerning the 2021 assembly and beyond are addressed to the central committee and the assembly planning committee as well as the future CWME commission.

8.14 Programme Discussion, part II

Dr Agnes Abuom moderated the hearing session.

Bishop Simo Peura made a general comment on the commission reports saying that they are good because they are short. When reports are compact and clear – people are more likely to read them.

Mrs Glynn-Mackoul commended the Theological Themes of the Pilgrimage of Justice and Peace which she said was a very powerful document. Dr Abuom also pointed out the importance of the topic within the Pilgrimage of Justice and Peace of 'truth and trauma'. She said that in her own context this was a major issue. People are traumatized and to think how we can help them to handle the trauma.

Dr Walker-Smith asked for clarity on the current mandate of the executive committee commenting on the many inputs from assembly planning, communications, etc. and she asked to hear from the leadership some direction on prioritizing the programme review. She pointed to the unusual circumstances at this moment in time with the expected appointment of a new general secretary and an acting general secretary. Direction was needed with regards to how to prepare well for the central committee and for the time between central committee and assembly.

Dr Abuom said the executive committee receives reports based on the agreed plans arising from the strategic objectives. At present we are updating the meeting on progress since the last meeting – and evaluating where plans have been realized and where there have been challenges. We are also looking into the plans for next period. This is done in tandem with information on resources to see what is feasible and what is viable. The executive committee is also preparing of the programme documents for the central committee. In being accountable, the executive committee continues with a monitoring function, checking on the implementation of policies and programmes. The sub-committee will go into detail on some reports, they may also suggest new areas. For example, racism was not in the Busan programme. What is the mind of the meeting on that? We are also in the count-down season when we listen and harvest to inform the future agenda. The programme sub-committee will

review where we achieved results, where plans have not materialized and where here have been deficits in implementation.

H.E. Metropolitan Serafim said it was important to review in a systematic way and he wanted staff to be responsible for gathering information, developments and history to help continuity. Some written resources would need combining to make them easy to use.

Mrs Glynn-Mackoul was thankful for the programme reports but also suggested having an assessment of finances and leadership.

The general secretary thanked colleagues for all their work and the preparation of the documents. There is good documentation of our core functions. He stated that his own report contributes to the discussions. He added that for the proposed health and healing commission it would be important to hear from the committee on the new structure for the next period. He asked the committee not to underestimate the important role of the coordinator developing relationships with the World Health Organization and mobilizing resources. It is necessary to develop our potential donors to allow WCC to invest in this work. He said the commissions are important to the whole body and the work done by the commissions is very important.

Prof Dr Isabel Phiri informed the committee that the size of commissions was quite variable. EHAIA has a reference group of 20 people, EAA has two working groups meeting every year and there were 25 people in the international reference group. Work would be brought together into one commission of 20 – 25 people covering everything.

Dr Walker-Smith reminded the meeting that there used to be a health commission so it was not a new concept. She agreed with others that for the sake of continuity it would be helpful to have a historical tool kit – looking back at 72 years in a readable format. Yes, we are part of a movement – but what does that mean today? There could be a chronology, a sense of the journey together and passing it on to the new generation.

The general secretary also said that now in the transition the question is how to bring the work forward and make sure it does not stop. We also need to look at bylaws and practicalities necessary to the transition to new staff and new commissioners. In response to a question about redefining the role of the ECHOS commission, it is important to look at the experience of the other commissions as we plan to reduce the number of commissioners and the frequency of meetings. How do we work to maximum efficiency and within our mandate? This will need programme policy discussions.

Archbishop Wejryd was glad of the positive reaction to the report 'Conversations on the Pilgrim Way'. He commented that there was a good working climate in the group. He acknowledged the important and helpful contributions of Prof. Phiri and the former Faith and Order Commission director, Rev. Dr Alan Falconer.

The general secretary said, as we are almost at the end of the period, we don't have to change much for 2020. We are in a phase of preparation for the assembly and need to work according to the resources available. 2020 will be concentrating mainly on central committee and assembly planning.

Father Mikhail commented that we need that perspective towards the future, especially with regard to indicating directions for the commissions based on the evaluations and harvesting. The executive committee needs to evaluate and offer priorities with for what is continuing after the assembly.

Dr Abuom thanked everyone for their engagement, noting that programme discussions would continue in the subsequent plenary sessions.

8.15 Progress Report on Theological Themes in the Context of the PJP continued

The moderator, H.E. Metropolitan Gennadios, welcomed Rev. Prof. Dr Fernando Enns (co-moderator of the reference group on PJP) by video link.

Dr Enns said that the reference group had started out in 2014-2015 producing Bible studies from different regions which were helpful to member churches. They were available on-line and were successful in terms of reception. Regional publications were produced with an introduction to explain the theological foundation and implications. The book 'Walking Together' was produced together with the Faith and Order Commission and was very well received. A reprint is due and only last week we received the German translations with thanks to Bishop Petra Bosse-Huber for provision of translators and resources. More offers for translation and publication of this book would be welcome. Included in the book was a paper from Faith and Order: 'Come and See' providing theological background, focusing on unity and the relationship between the ecumenical movement and pilgrimage.

Currently we are working on the progress report introducing the four themes which have arisen from pilgrim team visits, meeting communities and churches and listening to the people on the ground. We have asked people how they walk in ecumenical, political and economic pilgrimage – and we have learnt to listen more than preaching. The four themes are inter-related and have come up time and again in our visits and were tested out again in China. We have found a lot of support for these as the main contextual themes that communities want to reflect on theologically. We have started to work on these topics and we are open to feedback. As we move into a reflection phase, we are working to connect the four themes with the on-going framework of PJP which, since 2014 was shaped as a spiritual journey in three dimensions: celebrating gifts, visiting wounds, transforming the injustices. These dimensions provide a hermeneutic to approach the themes. We want to deepen our understanding of these themes and discuss them one more time in January 2020 in the Pacific – so to add wisdom from that region. A document will then be presented to the central committee in March 2020. The report allows a lot of churches and communities to see how relevant the PJP is to them.

In 2019 we organized a meeting on the racial justice theme in Tokyo, inviting several experts, and were really surprised and challenged by that conference. It was of a high academic standard and the output will appear as a paper in The Ecumenical Review. This kind of in-depth input helps us immensely to understand the theological challenges and tasks of the themes.

H.E. Metropolitan Gennadios expressed gratitude for the short presentation and reminded the meeting that the document was 'for information' and the committee was in hearing session. The document will be updated for the executive committee prior to central committee.

Bishop Bosse-Huber also expressed gratitude for the work done. She suggested an opening chapter might be needed to provide a wider view before coming into the more focused discussions.

Dr Enns clarified that it is a working document that needs a good introduction to contextualize and make clear that it describes only a tiny portion of the global PJP. There will be an additional document prepared by a WCC communications intern who is tasked with collecting stories of the pilgrimage from around the world and making them visible. The plan is to do more work on the text (e.g. introduction and recommendations) and bring it to executive committee prior to the central committee – which its character may be seen more clearly. It could become a working document for the central committee and an information document for ecumenical conversations at the assembly. The pilgrimage as such will be coming to an end and decisions need to be made as to how to follow-up. Executive committee will decide in March whether to receive or adapt the document. Can we reach a consensus on theme in terms of theological interpretation?

Dr Walker-Smith asked how reflections from North American were going to be included since the regional pilgrim team visit is not until 2021. Dr Enns responded that the North American churches have been most active in PJP. However, the document is one of theological reflection rather than covering all the activities. There will be time for the meeting in North America to be a harvesting moment ahead of the assembly – and will be the biggest regional event giving huge visibility to the work of WCC, the North American churches and also stories from the whole world. This will be an inspirational event leading up to the assembly and outcomes can be shared at the assembly.

The general secretary expressed thanks for the documents and report. Understanding that it is a work in progress, this document is needed to provide a meaningful introduction to the central committee plenary. Many questions remain as to how to feed this work into the assembly and especially the ecumenical conversations. We cannot conclude the discussion but need to reflect in the central committee and assembly planning committee how to make these discussions as fruitful as possible. We need both the regional track and the theological track moving forward.

H.E. Metropolitan Serafim commented favourably on the inclusion of conversion and repentance towards the end of the progress report. This is the natural way to see healing and restoration. He asked for improved communication and sharing so that immediate impressions can be shared as soon as visits are concluded. This helps us understand better what is going on and how to work together – with local churches for repentance and reconciliation.

H.E. Archbishop Aregawi asked if there was any account of the invisible pilgrimage (i.e. spirituality) and Dr Abuom asked about increasing the Orthodox contribution in the area of spirituality.

Dr Enns said that it is not only a working document but the methodology is also open to discussion. The executive committee can give us guidance on how to proceed. We would be willing organize ecumenical conversations around these four themes – which of course are not new. However, they need to deal with their intersectionality within the wider WCC. Experience of the spiritual journey can be added. What changes if you do not look just as

politics and ethics but also look at spiritual challenges? He made the point that without the Orthodox and other church perspectives in Busan, some issues may have remained as political or ethical issues rather than being recognized as spiritual crises (e.g. trauma). There are Orthodox members in both working groups and perhaps this needs to be made visible in the introduction. WCC is not an NGO but a fellowship of churches on the way to greater unity. In that spirit we approach the assembly and offer ecumenical conversations on each theme.

H.E. Metropolitan Gennadios asked the programme committee to reflect on what has been discussed.

8.16 Update on Revision of the Resource Document "Called to Transformative Action – Ecumenical Diakonia"

The moderator invited Rev. Matthew Z. Ross (Programme Executive, Diakonia and Capacity Building) to speak about the document. He began by commenting that, as part of the revision, he hoped people would see more of themselves in the document. There are two new chapters: chapter 8 on diakonia in confessional contexts and Chapter 9 on diakonia in regional contexts based on regional ecumenical organizations. Sections 8.2 on the Orthodox context and 9.8 on the Pacific context have also been added. It is hoped that this will alleviate criticism of a North European bias. The central committee comments have been studied and addressed throughout the document as well as in the new chapters.

H.E. Metropolitan Gennadios commented on the excellent work that was done – including translation into the other working languages of WCC.

The general secretary said there had been significant investment from WCC and sister organizations to come to another level of theological clarity on diakonia and praxis. It is hoped to come to a conclusion that we own together. WCC has responded to the expectations of doing and convening this work in order to bring clarity to whole movement. He urged the executive committee to help bring this to a conclusion and help avoid confusion at next central committee meeting.

Mrs Glynn-Mackoul thanked Rev. Ross for taking up the work after a difficult session at central committee. She noted that in addressing gender there was cross reference into the human sexuality issues and this was a good linkage. Also terminology is handled in a thoughtful way, linking concerns around terminological consistency and how we address this.

Dr Walker-Smith asked what methodology was used to identity confessional bodies and why the Baptist World Alliance was not included. She was glad to see the inclusion of the North American context around the issue of racism.

Rev. Ross responded saying that in-order to keep to length, the contributions had been heavily edited. If there is any sense of deficiency remaining, that can still be looked at that. The Baptist perspective was written by Rev. Prof. Myra Blyth (Baptist Union of Great Britain) at the University of Oxford.

Rev. Dr Manhong Lin thanked the staff for including the Amity Foundation and asked if a paragraph could be added on the China Christian Council? This suggestion was accepted.

Father Mikhail expressed thanks for the work and for the inclusion of the Russian context. He commented on how important it is for his church to stay in the ecumenical movement,

especially given that there is a need for training after a long period of not having been allowed to carry out diaconal work.

The document was referred to the programme sub-committee.

8.17 Communication Update

The Communication Update gives an overview of the work done during the year with special focus on June to October 2019. Well-planned, systematic communications have clearly made a difference in 2019 for the visibility of the WCC and its global influence as a key advocate for human dignity, human rights, peace and justice. Coordinated efforts through a variety of means continue to raise public awareness of WCC's activities and programmes. Communication capabilities among member churches and WCC programme staff have been improved through a comprehensive capacity-building programme. A review of WCC digital channels affirms the positions of the WCC website and social media, as preferred channels among member churches, the media and the public. The number of visitors and users, new ones in particular, to the WCC website has continued an upward trend during 2019 compared to 2018, which was a more eventful year with the pope's visit and the central committee meeting. More than half a million new users have been registered so far this year. On average 2,000 daily website visits are registered. Social media followers are counted in millions and also show a steady increase.

Rev. Cora Matamoros responded to the update on the report 'From Busan to Karlsruhe'. As there were 70 delegates from Latin America in Busan, it is imperative to solve the CLAI situation before the assembly so the region can be properly represented.

Ms Marianne Ejdersten spent a few minutes on communication within the fellowship and what has happened since the central committee in Trondheim, particularly in strengthening communications with member churches. The Weekly News shares what is happening in WCC. In addition we are receiving 10-15 suggestions each week for content from the churches. This is a positive sign. She invited the executive committee members to participate and contribute to this work.

She went on to encourage better connection by member churches into the WCC social media content. It is all about relations, and there is a need for help from the member churches to make the work of WCC more visible. She reported that one third of member churches don't have any explanation on their web-sites regarding their participation in WCC. This is even worse on social media. On Facebook and Twitter only one third of member churches make the link to WCC social media. Ms Ejdersten asked members to follow this up within their countries and church contact on their return home in order to make WCC visible.

She reported that Twitter is the best way to reach opinion makers and journalists. About two thirds of member churches follow WCC on their Twitter accounts. There is more work to do leading up to the assembly. We an increase in media requests over last two years with journalists reading about WCC and connecting to what we are saying. We received many requests following the announcement of the 11th assembly in Germany. There is still room for improvement. We have 350 member churches with membership of around 580 million Christians so the potential is huge.

She also highlighted the visitors and pilgrims coming to the ecumenical centre with around 1,200-3,000 visitors each year. There are all types of visitors, e.g. students, Bishops, Roman Catholics interested in seeing where the Pope visited. Groups may come to learn about ecumenical movement for 1 to 4 days and perhaps have their own retreat at Bossey. These visits are normally run by the communications team with the help of two interns. The areas of most interest to the visitors appear to be the WCC work on climate justice, the water network, with children and for unity. We recently welcomed a youth group who had been fundraising for a year for their three-day visit to UN, WCC and UNICEF with their local pastor who had been introducing them to human rights issues.

The general secretary affirmed the enormous potential for social-media followers, visits and connections. He encouraged the meeting that all have to do their part.

Rev. Karl Johnson asked if it would be possible to focus on their areas of the world representing the least traffic on our sites.

Ms Ejdersten said the worst connected areas were northern Europe and Scandinavia. The top ten areas for contact include the USA, India, countries in south Asia and the Caribbean. She indicated that there was a greater contact with men than with women.

Dr Walker-Smith expressed gratitude and said we have to remember where we have come from. She suggested public-private partnerships to support visits to the ecumenical centre as an alternative to commercial companies. Is it possible to build partnerships with the secular as well as the sacred market, as a place to learn about Christianity and the reformation? She wondered if it was possible to charge fees to build in another track for fundraising. Noting the proposed hotel in the building development project she suggested that the Ecumenical Centre could become another one of those places people endeavour to visit on their spiritual journey, like Taizé or the Vatican.

H.E. Metropolitan Zachariah said that WCC is not on the list of places to visit in Geneva on TripAdvisor. This would discourage casual visitors.

Ms Ejdersten commented on a pilot project within the strategy to professionalize the visitor programme in association with Bossey. It may be possible to organize a package tour with the help of the volunteers who work at the St Pierre Cathedral. This issue will come back to the executive committee in March 2020. Ms Ejdersten also mentioned that visitors are being asked for donations.

H.E. Archbishop Vicken said it would be helpful to get in touch with ministry of tourism of Geneva to make sure we are listed. He gave a personal example of how he found the Armenian church in Singapore.

Ms Ejdersten said in conclusion she would add the story of the Roman Catholic Archbishop of Salzburg who brought 20 people to prepare for the assembly and to learn about climate and gender justice issues as well as having time to talk with the executive. Two days before they arrived, we learnt that they would be accompanied by nine leading journalists from Austria. They were with us for two days, they did 20 interviews and produced two documentaries on Austrian TV. This will be available to view in 3 months' time.

The communications matters were referred to the programme sub-committee.

8.18 Report of the Programme Sub-Committee

Bishop Mary Anne Swenson moderated this session. Bishop Petra Bosse-Huber thanked the sub-committee members for their intensive and concentrated work and thanked the WCC staff members for their support. The report was presented by Rev. Karin van der Broeke.

The programme sub-committee received the Programme Overview and approved the summary of the documents being presented. The programme sub-committee received the following documents, discussed them and made recommendations as mentioned below.

8.18.1 Report of the General Secretary

Recommendations:

That the executive committee

- receive the Report of the General Secretary with appreciation as a very comprehensive one;
- thank the general secretary and his staff for the work done;
- underline the vision expressed by the general secretary of the one human family in diversity;
- highlight the importance of a good cooperation with regional and national councils and with member churches to ensure their ownership of the fellowship's work;
- note concern about those councils and regional bodies that are not functioning well and express the need for the World Council of Churches to accompany them;
- mention the WCC 11th Assembly as an excellent opportunity to strengthen the relationship within the WCC family and with ecumenical and interreligious partners;
- underline the need to strengthen the relationship with the churches in Switzerland as hosting, partner and member churches;
- appreciate the ongoing commitment of the general secretary on the combat against racism and express the wish to find a way for future programmatic work on racism and discrimination,
- underline the necessity of ongoing work on Israel and Palestine;
- express appreciation and gratitude on the work of the general secretary in the relationship with the Pentecostals;
- encourage the general secretary to promote further conversations with indigenous people, e.g. on spirituality and integrity of creation.

The recommendations were approved by consensus.

8.18.2 Follow Up to Executive Committee Decisions on Programme

Recommendation:

That the executive committee receive the follow up to the executive committee decisions on programme (meeting of 22-28 May 2019) with appreciation.

The document was received by consensus.

8.18.3 Update on Evaluation of Ecumenical Initiatives and Other Evaluation Processes

The programme sub-committee received the information and discussed that for a next time preliminary questions such as 'was this the best strategic plan possible?' or 'were these

objectives the right objectives?' also deserve space. The sub-committee also discussed the question if an external consultant could contribute to the process of evaluation. The sub-committee concluded however that, having a lot of capacity in the WCC-staff and knowing that external consultants are expensive, this seems not to be the preferred option.

Recommendation:
That the executive committee receive the information on evaluation of ecumenical initiatives and other evaluation processes with appreciation and thank the staff for the work done.

The recommendation was approved by consensus with appreciation.

8.18.4 Proposal for Equal Work Conditions in the WCC – Implementation of the Gender Justice Policy

Recommendations:
That the executive committee

- receive the proposal with appreciation;
- encourage the general secretary to implement the gender justice policy and to clarify the legal and financial issues.

The recommendations were approved by consensus.

8.18.5 Update on Pilgrimage of Justice and Peace – Priority Countries and PJP Activities

The programme sub-committee received and discussed the update on Pilgrimage of Justice and Peace. The sub-committee realised that the harvest mentioned is still only a small part of all the work that is done and initiated by member churches in furthering the Pilgrimage of Justice and Peace.

Recommendations:
That the executive committee

- receive the update with appreciation;
- underline the rich contribution of the Pilgrimage of Justice and Peace, especially in encouraging people in conflict and post-conflict situations, in the interreligious dialogue and in processes of peace making.

The recommendations were approved by consensus.

8.18.6 Progress Report on Theological Themes in the Context of the Pilgrimage of Justice and Peace

The programme sub-committee received and discussed the Progress Report on Theological Themes in the Context of the Pilgrimage of Justice and Peace. The sub-committee discussed that the four themes/pillars, defined as the harvest of the Pilgrimage of Justice and Peace, are not specifically and not exclusively 'theological' themes.

Recommendations:
That the executive committee

- receive the Progress Report on Theological Themes in the Context of the Pilgrimage of Justice and Peace with appreciation;

- affirm the four themes/pillars identified in the document as work in progress and that a memorandum be presented in the central committee March 2020 towards the final harvest of the Pilgrimage of Justice and Peace: Truth and Trauma, Land and Displacement, Gender Justice and Racial Justice;
- request the general secretary to use the harvest of these four themes/pillars to choose direction for the programmatic work for the future;
- request the general secretary to ask the member churches to present their experiences with the Pilgrimage of Justice and Peace at the assembly in Karlsruhe;
- ask the general secretary to prepare a memorandum around these issues to be presented to the central committee in March 2020 to reflect on whether the Pilgrimage of Justice and Peace will be the best umbrella for programmatic work from Karlsruhe until the 12th Assembly and how the Karlsruhe assembly theme – Christ's love moves the world to reconciliation and unity – influences the programmatic work for the next period;
- thank the Pilgrimage of Justice and Peace Theological Study Group for the work being done.

The recommendations were approved by consensus.

8.18.7 Commission on World Mission and Evangelism Commission Meeting, May 2019
Recommendations:
That the executive committee

- receive the summary report with appreciation;
- highlight the call to transforming discipleship and mission from the margins as important frames for the programmatic aspects of the work of the Commission on World Mission and Evangelism.

There was a discussion about the highlighted programmatic aspects with the suggestion that other themes may need to be added (e.g. poverty and climate change) – however the general secretary said these would be covered under other headings.

The recommendations were approved by consensus.

8.18.8 Meeting of the Faith and Order Commission
Recommendation:
That the executive committee

- receive the summary report with appreciation;
- endorse the proposal for a Sixth World Conference on Faith and Order, Nicea2025, to be held in 2025 in connection with the celebration of the 1700th anniversary of the First Ecumenical Council.

The recommendations were approved by consensus.

8.18.9 Commission for Education and Ecumenical Formation (EEF), November 2019
Recommendations:
That the executive committee

- receive the summary report with appreciation;

- affirm the recommendations of the Commission for Education and Ecumenical Formation.

The recommendations were approved by consensus.

8.18.10 Report from the ECHOS Commission on Youth Engagement in the Ecumenical movement meeting

Recommendations:

That the executive committee

- receive the summary report with appreciation;
- endorse the change of name from ECHOS commission to Young People in the Ecumenical Movement (YPEM) commission;
- endorse the proposal to change the bylaws.

The recommendations were approved by consensus.

8.18.11 Communication Update

Recommendations:

That the executive committee

- receive the communication update with appreciation;
- underline the recommendation of action that we have to work more on digital networking in the fellowship;
- request each member of the governing bodies to follow up with their own church and make sure that they add links/connect with the WCC channels.

The recommendations were approved by consensus.

8.18.12 WCC 11th Assembly Preparations

The programme sub-committee received the WCC 11th Assembly Preparations with appreciation and collected some suggestions for the assembly office and the host committee. A suggestion was made to invite local children, youth and accredited visitors to take part in the programme. Another suggestion was to organise a women's lounge. The sub-committee discussed the escalation of fear and anxiety in society as a background of the theme 'Christ's love moves the world to reconciliation and unity'. The sub-committee also discussed the underlying issues related to justice that challenge the world to move toward reconciliation and unity. Finally, the sub-committee suggested to celebrate the past and present leadership in the ecumenical movement and to encourage sharing of ecumenical memories.

Recommendations:

That the executive committee

- receive the Information on WCC 11th Assembly preparations with appreciation;
- underline the intention of the assembly team to make all visitors real participants of the Assembly, although many of them may not be delegates or advisors;
- re-affirm that the harvest of the Pilgrimage of Justice and Peace will be visible in the programme and content of the Assembly;

- ask the general secretary to clarify the timeline for decision-making concerning the programme of the WCC 11th Assembly for presentation to the central committee in March 2020;
- wish the assembly office and the host committee a lot of energy, wisdom and blessing and thank the team for the work that already has been done.

The recommendations were edited to take into account the discussion on clarifying mandates and time-lines for decision making. November executive committee will be too late for decision making. The executive committee will see the clarifications ahead of central committee and the executive committee have already requested an additional meeting of the APC in 2020 after central committee, with authorisation to act on their behalf. It was agreed not to use the term 'assembly planning team' and note the two defined identities of the assembly office and the host committee.

The recommendations were approved by consensus.

8.18.13 Programme Plans and Budgets 2020

The programme sub-committee received and discussed the plans. The sub-committee discussed that 2021 will be the assembly-year, so that this is not the moment to launch a lot of new ideas, but to harvest and to focus. The sub-committee also discussed that 2020-2022 will be a period of transition with many new members in the governing bodies. The sub-committee underlines the necessity to cooperate in the work with member churches and ecumenical partners in all the programmatic areas, to strengthen the ownership of member churches. The programme sub-committee observes with concern a tendency in all the governing bodies to add new topics and projects, without bringing to a conclusion other programmes. The programme sub-committee took notice of the fact that peacebuilding in the Middle East is included in the programme plans and budgets 2020.

Recommendations:

That the executive committee

- receive the summary and the plans 2020 with appreciation;
- approve the plans 2020;
- ask the general secretary to prepare a guideline that guarantees that new proposals come along with proposals for funding;
- ask the general secretary to prepare a strategy to strengthen the ownership of the work of the World Council of Churches by member churches, national and regional councils;
- ask the general secretary to present a transitional work plan for the period 2021-2022 in the meeting of the central committee March 2020;
- extend appreciation to the staff for all the work to be done in 2020.

The recommendations were approved by consensus.

8.18.14 Proposal for a Pre-Assembly Programme Evaluation

Recommendation:

That the executive committee

- receive and approve the Proposal for a Pre-Assembly Programme Evaluation with appreciation.

The recommendation was approved by consensus.

8.18.15 Concept Paper on Programmatic Initiative on Overcoming Racism, Racial Discrimination and Xenophobia

The programme sub-committee received and discussed the Concept Paper on Programmatic Initiative on Overcoming Racism, Racial Discrimination and Xenophobia emphasizing the importance of WCC work on racism. Even though we could say 'race is a social construct', racism is a worldwide phenomenon. Hate speech against minorities is mentioned in the paper and the sub-committee underlines its aggressiveness.

Recommendations:

That the executive committee

- receive the Concept paper on Programmatic Initiative on Overcoming Racism with appreciation;
- affirm the programmatic direction in this concept note;
- underline that the WCC programmatic work on overcoming racism should have an intersectional approach;
- underline that the programmatic work should help member churches and ecumenical partners to work together in work on overcoming racism, racial discrimination and xenophobia;
- point out hate speech as a major concern to democracy;
- ask the general secretary for a proper structure of cooperation and coordination, thus suggesting priorities in this programmatic work on a key issue for the WCC.

The recommendations were approved by consensus.

8.18.16 WCC Gender Justice Principles

Recommendation:

That the executive committee

- recommend the central committee 2020 to receive this document for action as an internal policy document for the World Council of Churches, concerning staff, governing bodies, commissions and reference groups.

The change in title from WCC Gender Justice Policy to WCC Gender Justice Principles should be noted.

The recommendation was approved by consensus.

8.18.17 Conversations on the Pilgrim Way: Invitation to Journey Together on Matters of Human Sexuality, A resource Document for Reflection and Action from the Reference Group on Human Sexuality

The programme sub-committee received the Conversations on the Pilgrim Way with appreciation. The programme sub-committee affirmed that this is not a policy document, but a resource document. The programme sub-committee appreciated the huge amount of work done. They discussed the long history of this document and mentioned how sensitive the issue of human sexuality is, also in our member churches. The programme sub-committee re-affirmed the necessity to create safe spaces for dialogue. The committee highlighted the convening role of the World Council of Churches that ensures safe spaces for members of the fellowship to engage with the different perspectives on difficult issues. The committee asked the reference group to replace note referred to earlier in the discussion by the original source of the quotation. The sub-committee discussed that it is necessary to make visible that the reference group consisted of a representative group of people with backgrounds from different churches and regions, some of them with a scientific expertise.

Recommendations:

That the executive committee

- receive the document with appreciation as a resource document for those churches interested in discussing the theme;
- ask the general secretary to make visible that members from different confessional traditions and contexts contributed to this document;
- transmit the report to the central committee for information with the suggestion that the WCC 11th Assembly could have an ecumenical conversation on this topic;
- thank the reference group for fulfilling their mandate.

There was a discussion around the original recommendation that a list of names with confessional affiliations be added to show the breadth of the consolation. This was deemed inappropriate particularly as some contributors might not wish to be named. It was reiterated that it is a resource document and not a policy document.

The recommendations were approved by consensus.

8.18.18 Proposed Communication Plan – Conversations on the Pilgrim Way: Invitation to Journey Together on Matters of Human Sexuality

The programme sub-committee received the proposed communication plan with appreciation. The sub-committee clarified the status and the role of the document.

Recommendation:

That the executive committee

- ask the general secretary for a revised communication plan, keeping close to the language of the document, making clear the role and status of the resource document.

The recommendation was approved by consensus.

8.18.19 Update on Revision of the Resource Document "Called to Transformative Action – Ecumenical Diakonia"

The programme sub-committee received and discussed the revised document. The sub-committee discussed that it is necessary to make visible that the reference group consisted of a representative group of people with backgrounds from different professions, churches and regions.

Recommendations:

That the executive committee

- receive the revised document Ecumenical Diakonia with appreciation as a resource document for member churches and ecumenical organisations;
- forward this document to the central committee for information in March 2020 as a resource document;
- ask the general secretary to make visible that members from different confessional traditions and contexts contributed to this document;
- thank the reference group for the revision of the document.

As with document on Conversation on the Pilgrim Way, it was agreed that it was important to show the broad range of confessions and contexts represented by the contributors.

The recommendation was approved by consensus.

8.18.20 Communication Plan for the Development of the Ecumenical Diakonia Document

Recommendation:

- That the executive committee receive the communication plan with appreciation.

The recommendation was approved by consensus.

8.18.21 Coherence of the whole field of world council of churches health and healing work

Recommendations:

That the executive committee

- receive the concept note, putting forward a vision of a reconfigured work of health and healing which brings together the current work of WCC-EHAIA, WCC-EAA and the current health and healing project, with appreciation;
- affirm the direction to have one Commission on Health and Healing;
- ask the general secretary to bring an update to the central committee March 2020 for information;
- ask the general secretary to present a roadmap for programmatic work in the future on Health and Healing, including budget and structures, in the executive committee in November 2020.

There was a discussion regarding timing of the reconfiguration and when the new name might be approved so it can be incorporated into the rules.

The recommendations were approved by consensus.

8.18.22 Christian Presence in the Middle East

This item had been referred by the executive committee from public issues to be incorporated into the report of the programme sub-committee. The recommendation was read to the meeting.

There was substantial discussion around whether there was a need for a new study process, implying that the WCC is not aware of the situation or that we are not taking into account all the work that has been done already. There were comments on the exclusive policies that do not allow other faiths besides Judaism or Islam to have a foothold. There was mention that 20 years ago the churches in the Middle East were more divided but now they have come together and so there was a new reality. Peace in the Middle East influences peace for the whole world.

The general secretary thanked the moderator for enabling the discussion and said it was important that the recommendation directs WCC to something we can do in addition to what we have been doing. We are not without guidelines already so the need is to identify what more is to be done. He said realistically it would be impossible to deliver any studies by March 2020.

H.E. Metropolitan Gennadios put forward a proposal to establish a core advisory group on the Middle East, including the participation of MECC, to study, reflect, advise and produce a document for May 2021.

The general secretary said it was a good proposal and provides a firm basis from which the assembly could give new direction. It was helpful to have a study with the future of Christian presence in the Middle East as its focus. Progress can be followed up in November 2020.

There was further discussion on how to get the right people around the table to produce this critically important report for the assembly.

H.E. Metropolitan Gennadios said there was already a heads of churches statement from the Middle East and WCC has to respond to their call.

The wording of new recommendations was presented as follows:

In light of grave and increasing concerns for the future of the Christian presence in the Middle East, and recalling the WCC central committee statement on this matter in June 2018 (GEN PUB 05.08 rev), but aware of the WCC's consistent attention to and much work undertaken on this matter, we make the following recommendations:

Recommendations:

That the executive committee that the general secretary

- be requested to consider further initiatives that might be taken by WCC in response to these concerns;
- continue to work with the member churches in the region and outside the region on what the churches can do to address the situation together, also in collaboration with the Middle East Council of Churches (MECC);

- be asked to call together an advisory group as soon as possible, including representatives from the churches in the region and other ecumenical partners, to study and reflect and present a report to the executive committee at its meeting in May 2021.

The recommendations were approved by consensus.

9. Institutional Matters

H.E. Metropolitan Gennadios moderated the hearing session.

9.1 Evaluation of Executive Committee Meeting, May 2019

This document was presented for information by Ms Catherine Christ-Taha (Coordinator, Conference Office and Governing Bodies). It shows a generally positive evaluation with very few negative comments. Some points to note are that consensus methodology worked better than in previous meetings and that the committee felt the time with staff at the ecumenical centre was fruitful.

It was added that another area for improvement was in earlier provision of documents ahead of the meetings.

The report was referred to staffing, personnel and nominations sub-committee.

9.2 Dates and Venues of Future Governing Bodies

The document was presented for action particularly to confirm the venue for the November 2020 meeting.

2020		
CC Leadership	20-21 February	Geneva, Switzerland
Executive Committee	16-17 March	Geneva, Switzerland
Central Committee	18-24 March	Geneva, Switzerland
CC Leadership	August	Geneva, Switzerland
Executive Committee	13-18 November	TBD
2021		
CC Leadership	Jan/Feb	Geneva, Switzerland
Executive Committee	19-25 May	Bossey, Switzerland
Executive Committee	7 September	Karlsruhe, Germany
Assembly	8-16 September	Karlsruhe, Germany

An invitation was received from the African Methodist Episcopal Zion Church in the USA, in collaboration with other churches, to hold the November 2020 meeting near Los Angeles, California. They are committed to contributing at least USD 50,000 as well as in-kind contributions, e.g. hospitality for the meeting. The hosts are ready to advocate for visas with the government officials and they also have a dedicated person to work on a media strategy to maximize broad coverage for the WCC.

Bishop Swenson stressed the eagerness of the United Methodist Church and other churches to welcome the executive committee to Pasadena and commented on the close proximity of Episcopal, Presbyterian and Armenian congregations. She also mentioned the warm sunny weather and inter-faith possibilities.

H.E. Archbishop Vicken mentioned the Cathedral at Burbank and that there were Greek and Coptic Orthodox congregations nearby.

Clarifications were made as to the proximity and accessibility of the venue from the airport – with options of public transport or a 40-minute car journey.

Bishop John White (African Methodist Episcopal Church) added his support for the proposal and offering the support of the Methodist family.

The dates were noted.

The venue proposal was referred to the staffing, personnel and nominations sub-committee.

9.3 Central Committee March 2020

The documents were presented for action and the committee was asked to discuss the plans for the meeting and advise the staff on the further preparations. The central committee timetable was presented for approval and the committee was asked to delegate any further decisions about the meeting to the leadership of the central committee if required.

The general secretary said planning was at an advanced stage paying attention to recommendations from the leadership meeting and the executive committee. He noted that it is a very heavy programme and asked if it could be reduced by reducing the thematic plenaries. The theme of the meeting is the theme of the assembly and it will also be spiritual preparation for the assembly.

H.E. Metropolitan Gennadios commented that the programme had been planned very carefully but there is some opening for flexibility which can be finalised in February.

Mrs Glynn-Mackoul noted the one recommendations that has not been addressed, i.e. the committees of the central committee do not have an overnight for drafting reports and approval by the committees as is required for the consensus process. She suggested committees work on Saturday, draft overnight and have one session on Sunday for approval.

H.E. Metropolitan Gennadios said this would be kept in mind for the final revision of programme.

Ms Christ-Taha commented that the closed session had been lengthened to allow adequate time. Mrs Glynn-Mackoul's point can be considered in the sub-committee. She encouraged members to prepare for the meeting by reading the documents and taking note of the decisions that have to be made. On the consensus process, she said more efforts were being made to prepare members to do this well. There is a plan to make a short video on the consensus process tailored for the central committee.

Mr Georges Lemopoulos explained that there were sensitive decisions and different types of decisions so it is important to start by explaining how each decision will be taken, e.g. on the election of a new general secretary. Memories need to be refreshed and time given for questions and clarity. The executive committee will make recommendation as to the type of action required on each document.

Dr Walker-Smith reiterated that, while preparation for the assembly is important, it should not be forgotten that the WCC is in an unusual time of discernment.

The general secretary asked about youth engagement. Ms Christ-Taha responded that there would be an international stewards programme and a buddy/mentoring programme as took place in Trondheim 2016.

The matters were referred to staffing, personnel and nominations sub-committee.

9.4 Constitution and Rules

The documents were presented by Mrs Anne Glynn-Mackoul, moderator of the working group on constitution and rules. She thanked the members of the working group who kept to schedule and especially Ms Christ-Taha for staff assistance. She reminded the meeting that only the assembly can change the constitution while central committee can amend the rules and the supplement to the rules. However, the assembly does not have the time to spend on detail, hence the need for the working group.

The documents reflect the result of this work: the Proposed Amendments to the Rules of the WCC, Proposed Amendments to the Supplement to the Rules, and the memorandum (draft) requested by the Permanent Committee on Consensus and Collaboration that provides background on Constitution Article V, Rule I.3.b.iv and Rule IV.4, concerning certain "small" churches.

At this point in time, the working group has no proposals for amendments to the Constitution. The working group did not address the rules regarding the search process for a new general secretary since this process is ongoing and three members of the working group are also on the search committee. She pointed that Russian is still included at XIX.11 as an official language of the WCC. If Russian is no-longer an official language, then this will need changing before sending on to the central committee. With regard to the rules concerning 'smaller churches', the memorandum has been sent to the permanent committee but the proposals remain those of the working group. If any adjustments are to be made, this has implications for representation at the assembly, and this would need approval of the central committee and advice of the changes would need to go to member churches at least six months in advance of the assembly.

Mrs Glynn-Mackoul summarised some of the other main points from the report including amendments to the period of service of executive committee members, which would be limited to three consecutive four year periods. She also clarified that, if the permanent committee recommends changes, the working group will offer proposed language in a supplementary addendum to the primary document.

The report was referred to staffing, personnel and nominations sub-committee.

9.5 Young People in the Ecumenical Movement Proposed Bylaws

Ms Emily Evans and Ms Celina Falk presented this document as part of the broader presentation of the ECHOS commission report.

The proposals were referred to staffing, personnel and nominations sub-committee.

9.6 Membership Matters

Bishop Dr Mary Anne Swenson moderated the hearing session. Membership matters were presented to the committee by Rev. Dr Martin Robra (Programme Executive, Member Church Relations).

A. Amity Foundation – following its initial application to become an international ecumenical organization (IEO) in working relationship with the WCC, and upon the advice of the executive committee at its meeting in Shanghai and Nanjing, November 2016, the Amity Foundation has re-issued a formal request (letter dated 4 September 2019) to become a specialized ministry (SM) in working relationship with the WCC. The executive committee is asked to recommend to the CC that the Amity Foundation be recognized as a specialized ministry according to Rule XVI.1.

Rev. Dr Manhong Lin mentioned that there was a comprehensive summary of Amity's work in Called to Transformative Action – Ecumenical Diakonia, and that their work was well recognized within China and not just within the church. They are also recognized internationally and with ACT Alliance. The China Christian Council is fully in support of their application.

B. The Apostolic Faith Mission of South Africa – a membership application from the Apostolic Faith Mission of South Africa (AFM of SA) was received by the general secretary and he initiated a visit to the church. Once the visit takes place and, providing the results of the visit are positive, the general secretary will ask the executive committee to recommend to the central committee to accept the AFM of SA for an interim period of two years preparing for the final acceptance into membership.

C. Lutheran Church of Christ in Nigeria – the general secretary has also received a valid membership application from the Lutheran Church of Christ in Nigeria. The head of the church is the LWF President, Archbishop Dr Panti Filibus Musa. A visit to the church will take place in the near future.

D. First African Church Mission – the executive committee, at its meeting in May 2019, recommended that the central committee admit the First Africa Church Mission (Nigeria) into the WCC fellowship, according to Rule 1.5, for a specified interim period of participation in the work of the WCC and for interaction with the local fellowship of member churches. Representative(s) of the church are to be invited to the central committee meeting in March 2020.

E. Province of the Episcopal Church of Sudan – the executive committee, at its meeting in Uppsala 2018, recommended to the central committee to admit the Episcopal Church of Sudan into the WCC fellowship, according to Rule 1.5, for a specified interim period of participation in the work of the WCC and for interaction with the local fellowship of member churches. Representative(s) of the church are to be invited to the central committee meeting in March 2020.

In the discussion which followed, H.E. Metropolitan Gennadios observed that there was an increasing interest and number of applications coming from Africa. This is positive and needs some analysis. He also asked whether there were other applications pending. Dr Robra replied that there are others in the early stages of application. The general secretary added that there were several applications in the loop and they were in the process of organizing visits.

Fr Sauca commented that some applications from Africa may be the result of students who have studied at Bossey returning home and encouraging non-member churches. He cited one example of a student from Sierra Leone who had been able to come and study before their church had membership.

H.E. Archbishop Vicken asked about the membership figures of those churches making applications. Dr Robra replied that the rules on membership are strictly applied and there are no applications that do not fit within the rules, which have been checked meticulously.

F. Church of Jesus Christ on Earth by His Special Envoy Simon Kimbangu – the executive committee, at its meeting in May 2019, recommended to the central committee to discontinue the membership of the Church of Jesus Christ on Earth by His Special Envoy Simon Kimbangu (Kimbanguist church) as a member church of the WCC. This recommendation will be forwarded to the central committee for action.

Dr Tveit commented that with regards to the Kimbanguist Church there is a suspension in place due to its position at Trondheim 2016 vis-a-vis the AACC. It has been difficult to organize a meeting with the leadership. He stated that while in Kinshasa with the President of AACC they had expected a meeting but there had been only a celebration. He had received a letter last week from the spiritual leader, contesting the argument that they had left the Trinitarian faith. The sub-committee is invited to look at the text.

Fr Sauca said they are questioning our decision and claiming they continue with the same faith as 1975. Since there had been no discussion possible we may need the help of the AACC to understand the issues with other churches.

H.E. Metropolitan Gennadios said that it is simplistic to say our faith is the same as in 1975, but they have avoided any meeting or theological discussion. He recalled that he had been the first to go to Kinshasa to meet the church. There are many dynamics as it is a big church spread throughout Africa and not just in the Congo. There is a need to address this again through the African churches as they had been originally supported by the AACC.

Dr Abuom said the decision to suspend was made after proper consultation and should stand.

Mrs Glynn-Mackoul said the question is whether to recommend expulsion. The letter is new but we are not talking about lifting the suspension, a decision is needed on expulsion.

H.E. Metropolitan Serafim asked whether WCC has a role in teaching and leading them into truth, and to help them remove what is contrary to the gospel of Christ.

The discussion continued around being one Body, the role of WCC, having dialogue, wrestling with uncomfortable issues, staying in relationship, forgiveness, churches who change their constitutions (e.g. after end of Apartheid or in other churches where membership had been 'whites only'), spirit versus letter of the law, and Christian love.

H.E. Metropolitan Nifon said that 15 years of discussion and extensive reading of materials meant nothing had been rushed and now this issue should be closed. The general secretary said the 2016 decision came with a plan and an agreement to make efforts through dialogue but the Kimbanguists had ignored the agreement. The AACC has asked us, since Trondheim, to bring the matter to conclusion.

H.E. Archbishop Vicken also pleaded for a conclusion to the question of the Kimbanguist Church. He said he supported a suspension while they first solved their problems with the African churches.

G. International Orthodox Christian Charities (IOCC) – the executive committee, at its meeting in Uppsala 2018, recommended that the International Orthodox Christian Charities (IOCC) be recognized as specialized ministry in working relationship with the WCC according to Rule XVII be forwarded to the next central committee for a final decision.

At the end of the discussion, the general secretary also mentioned that the Methodist Church in Mexico had suspended themselves and the Cook Islands Christian Church had asked to withdraw but who had not gone through the proper processes. The Lutheran Church in Korea had asked about membership but the church is too small and had been encouraged to look at other ways of relating to WCC.

Membership matters were referred to staffing, personnel and nominations sub-committee.

9.7 Nominations

The document was presented to the committee for action by the general secretary who highlighted several issues including additional names for the steering committee for the Green Village project and a proposal for the assembly theme group. There was some discussion regarding regional and gender balance, inclusion of youth and the challenge of those nominated who do not attend.

Mrs Glynn-Mackoul stressed the heavy responsibility of the Green Village steering committee and the importance of full participation.

The report and proposals were referred to staffing, personnel and nominations sub-committee.

9.8 Gender Justice Policy

This document was presented to the committee for action. The committee was asked to consider the policy and prepare recommendations for action by the central committee at its meeting in March 2020.

Prof. Dr Isabel Phiri explained that the draft had been available for comment since May 2019 and all concerns raised since that time had been addressed. She also reminded members that this policy is not about the ordination of women. The draft document has taken into account comments particularly to do with the Bible. There is a separate document outlining the proposal for equal working conditions within WCC. This document is for information only and although it does repeat some staff regulations, it also incorporates new things, e.g. with respect to maternity leave. Maternity leave is paid in full but is now six months rather than four months. Paternity leave is ten days and there is flexible absence allowed for looking after sick children.

With regard to the draft gender justice policy, it was noted that this policy is for staff, governing bodies and consultative bodies. It is not meant for member churches.

Mrs Glynn-Mackoul said she had already suggested that that the document be called 'Gender Justice Principles'. The other document arises out of these principles as a policy for implementation. She also said reference should be made within the internal policies to the

requirements of Swiss law. She enquired if this had been passed by a lawyer, with retirement age being a particular concern.

The general secretary said legal advice had been sought. Women can work at WCC till the age of 65 although retirement age in Swiss law is 64. With regard to maternity and paternity provision, WCC goes beyond the legal requirement and the proposal is in line with UN policies. He also clarified that maternity leave cannot be shared with the father.

The documents were referred to staffing, personnel and nominations sub-committee.

9.9 Code of Conduct for Governing and Consultative Bodies

Unfortunately, the revision of this policy has not been completed. It will be brought back to the next meeting of the executive committee.

9.10 Report of the Staffing, Personnel and Nominations Sub-Committee

The moderator for this decision session was H.E. Metropolitan Gennadios. He thanked the sub-committee for their hard work and good spirit.

9.10.1 Report of the General Secretary

The sub-committee received the report of the general secretary with thanks and appreciation as a paper for reflection and reporting on the work done since the last executive committee meeting in May 2019.

The sub-committee was glad to receive the news of the new "Guidelines for Relationships and Cooperation between the WCC and REOs" and commended the work done to produce this memorandum of understanding.

Concern was expressed by the sub-committee about the Latin American Council of Churches (Consejo Latinoamericano de Iglesias, CLAI) and the difficulties the churches are having in getting together ecumenically.

Recommendations:

That the executive committee request the general secretary to:

a) continue following the situation of CLAI closely;
b) take action to facilitate the churches finding their way to be together so that CLAI can renew its mission for the benefit of the churches and the region; and
c) report back on the situation to the next meeting of the executive committee in March 2020.

The sub-committee was happy to receive good news that the Federation of Swiss Protestant Churches (FEPS) is renewing its confessional identity by forming a new church structure (Evangelisch-reformierten Kirche Schweiz, EKS), while developing closer relations with other churches present in Switzerland. It is important that the WCC continue to collaborate and cooperate with the Swiss churches.

Recommendation:
That the executive committee:

a) express its thanks to the Swiss churches for their support, particularly for the expertise offered to the steering committee on the Green Village building development project.

The sub-committee noted that racism is on the rise in many places and affirmed that "a new programme to combat racism must address this poison as it appears in many forms in many contexts." Appreciation was also expressed for the work of the WCC in leadership in helping the churches to combat against racism. The sub-committee was informed that at the invitation of the South Africa Council of Church (SACC) the general secretary had been invited to South Africa to meet with the churches there and the president of the country on these issues at the beginning of December 2019.

The recommendations were approved by consensus.

9.10.2 Conversations on the Pilgrim Way
The sub-committee discussed the documents and forwarded its comments and recommendations to the programme sub-committee for inclusion in its report.

9.10.3 WCC Gender Justice Policy
The sub-committee received the documents with appreciation and thanks for the work done. The sub-committee also received comments from members of the executive committee.

Recommendations:
a) That the executive forward the revised document WCC Gender Justice Principles with changes to the central committee for approval at its meeting in March 2020; and
b) That the general secretary note the approved changes to the document in implementing these principles in the organization.

After a discussion and edits to point b. the recommendations were approved by consensus.

9.10.4 Constitution and Rules
The sub-committee expressed its appreciation for the great work done by the working group on constitution and rules, set up by the central committee at the last meeting in 2018. The sub-committee had welcomed Mrs Anne Glynn-Mackoul, moderator of the working group, to present the work done by the working group as shown in the four documents presented to the executive committee.

The sub-committee discussed the Draft Memorandum on Smaller Churches. In several articles in the Constitution and Rules there is a reference to the distribution of the 150 seats on the central committee with 145 for member churches and 5 seats reserved for members elected to the assembly from among churches "which do not fulfil the criteria of size and have not been granted membership for exceptional reasons". These rules have implications for the assembly, including the fact that the 34 churches (formerly associate member churches) in the category do not have the right to participate in decision-making at the assembly. Because the rule was not implemented at the Busan Assembly, these churches are most likely unaware of the implications of this rule. The general secretary expressed deep concern as to the effects of this rule on relationship with those smaller churches.

Several changes proposed, in response to recommendation of the last meeting of the executive committee, were highlighted and discussed by the sub-committee.

Recommendations:

a) That the executive committee ask the working group to amend the proposal for Rule VI.6.d. on "term limits" of the executive committee to read:

> "No elected member shall serve more than ~~two~~ three ~~consecutive~~ four-year ~~terms~~ periods on the executive committee."[1]

b) That the executive committee ask the working group for further consideration on suspension of members churches for those cases where a member church expresses the wish to withdraw from membership, to be included in the Supplement to the Rules;
c) That on the issue of smaller churches the executive committee ask the general secretary that consideration be made on the best strategy to implement the current rules for the 11th assembly, with special attention being paid to preserving relationships with the 34 small churches affected.
d) That the change in name from ECHOS to YPEM be included among the proposals for amendment.

Discussions on the report of the sub-committee led to the revised recommendations above. Issues were raised regarding the proper role of the working group. There was also a discussion around the proposal for Rule VI.6.d. Mrs Glynn-Mackoul explained that the original wording was not clear. The proposal allows an additional four-year period to provide continuity. H.E. Metropolitan Serafim was concerned that this gives a poor witness in a world where we are trying to limit the terms served by political leaders, and referenced UN rules.

The revised recommendations were approved by consensus.

9.10.5 Assembly preparations

The sub-committee welcomed the staff of the assembly office and thanked them for the work done so far in preparation for the 11th assembly and documents reporting to the executive committee. It was reported that next assembly planning committee (APC) meeting would take place in Karlsruhe in December 2019, giving the members a chance to explore the area, see the venue and meet with the local host committee. In addition there would be a one-day meeting with some of the members of the assembly worship planning committee. During the same time the assembly theme group would be meeting at Bossey to work further on developing the assembly theme.

Recommendations:

That the executive committee:

a) Ask the central committee to call for an additional meeting of the APC in 2020, reporting to the executive committee meeting in November 2020;

[1] A minority opinion was expressed by HE Metropolitan Serafim Kykotis that the limit should be only two terms, not three.

b) Ask the central committee to authorize the executive committee to make any assembly-related decisions on its behalf in the period between the central committee and the WCC 11th Assembly;
c) Ask the general secretary to present the list of "delegated representatives" from ecumenical partners in working relationship with the WCC to the next meeting of the executive committee in November 2020, for information;
d) Ask the general secretary to present a timeline for the preparation of assembly business sessions and work in committees to the central committee in March 2020;
e) Ask the general secretary to prepare and present a plan for advice and accompaniment for the consensus decision-making process at the assembly, to be reviewed at its next meeting in November 2020;
f) Ask the APC to present an assembly programme to the central committee meeting in March 2020;
g) Ask the general secretary to present the report "From Busan to Karlsruhe" to the meeting of the central committee in March 2020, with the possibility of added information to be presented to executive committee in November 2020 for final approval;
h) Approve the Orthodox pre-assembly meeting in 2020, to be held in Cyprus, 1-8 October 2020;
i) Receive the information on the draft framework budget and ask that further work be done for presentation to the central committee meeting in March 2020 with final approval at the executive committee meeting in November 2020;
j) Forward the recommendations from the commission on education and ecumenical formation to the assembly planning committee for action.
k) To ask the APC to take note of the discussions in the executive committee on the logo for the assembly and to conclude and decide on the logo at its next meeting.

There was some discussion regarding funding for the additional APC meeting. The general secretary confirmed that it was included in the assembly budget and would be an important part of the planning process.

The recommendations were approved by consensus

9.10.6 Membership Matters

The sub-committee received the document on membership matters noting the points for information:

Membership Applications for

- The Apostolic Faith Mission of South Africa
- Lutheran Church of Christ in Nigeria
- First African Church Mission
- Province of the Episcopal Church of Sudan

Membership Suspension of the Church of Jesus Christ on Earth by His Special Envoy Simon Kimbangu.

Application of the International Orthodox Christian Charities (IOCC) to be recognized as a specialised ministry in working relationship with the WCC, already recommended by the executive committee in May 2019 to forward to the central committee for action.

Application of Amity Foundation
Following its initial application to become an international ecumenical organization (IEO) in working relationship with the WCC, and upon the advice of the executive committee at its meeting in Shanghai and Nanjing, November 2016, the Amity Foundation has re-issued a formal request (letter dated 4 September 2019) to become a specialized ministry (SM) in working relationship with the WCC.

Recommendation:

- That the executive committee recommend to the central committee that the Amity Foundation be recognized as a specialized ministry according to Rule XVI.1.

The recommendation was approved by consensus.

9.10.7 Nominations

A. Central Committee

The Presbyterian Church (USA) has named its stated clerk, Rev. Dr J. Herbert Nelson II (M/O) to replace the late Rev. Robina Winbush (F/O) on the central committee.

Recommendation:
That Dr Nelson's name be forwarded to the central committee for action and that he be invited to the meeting in March 2020 in anticipation of the central committee' decision.

In discussion it was noted that Dr Nelson would not automatically become a member of the executive committee.

The recommendation was approved by consensus.

B. Steering Committee for the Green Village development project

In order to ensure greater participation of governing bodies the sub-committee discussed the challenges some members had in participating regularly in the committee's work.

Recommendations:

- That the following be added to the steering committee membership:
  - Rev. Serge Fornerod (Federation of Swiss Protestant Churches)
  - H.E. Metropolitan Zachariah Mar Nicholovos (Malankara Orthodox Syrian Church)

The recommendations had already been approved by consensus in plenary.

C. Pension committee
Rev. Dr Martin Hirzel (Federation of Swiss Protestant Churches) resigned from the central committee. Following this decision, he also has resigned from the pension committee. The committee now needs a governing body member to represent the employer on the pension committee.

Recommendation:

- That Rev. Serge Fornerod (Federation of Swiss Protestant Churches) be added to the membership of the pension committee to replace Dr Hirzel.

The recommendation was approved by consensus.

The sub-committee also noted that the member who resigned from the ECHOS commission on youth engagement in the ecumenical movement would not need to be replaced because the last meeting of ECHOS before the assembly had already taken place.

Following a discussion in the plenary the sub-committee also noted that members of the executive committee from the USA would follow up on the nomination to the central committee of the Progressive National Baptist Churches, Inc. and the Christian Church (Disciples of Christ) in the United States.

9.10.8 Dates and Venues of Future Governing Body Meetings

With much gratitude, the sub-committee welcomed the generous offer of hosting the next meeting of the executive committee in November 2020 by the African Methodist Episcopal Zion Church (AMEZ), issued by Bishop Dr Staccato Powell, bishop of the Western Episcopal District and WCC central committee member. The committee is invited to meet in Pasadena, California by the AMEZ church in cooperation with other WCC member churches in the area.

Recommendation:

- That the executive committee accept the invitation and ask the general secretary to work with the local hosts in preparation of the 13-18 November 2020 (arrivals 12, departure 19) meeting of the executive committee.

The recommendation was approved by consensus.

9.10.9 Bylaws for the Young People in the Ecumenical Movement Commission

The sub-committee expressed thanks to the members of the ECHOS commission on youth in the ecumenical movement for the work done on re-visioning the work of the commission and revising the bylaws. Thanks were also expressed to Mrs Anne Glynn-Mackoul for her assistance in ensuring that the bylaws were consistent with the WCC Rules.

Recommendations:

That the executive committee

a) recommend to the central committee the change in name for the ECHOS commission to “Young People in the Ecumenical Movement” (YPEM);
b) recommend the revised bylaws to the central committee for approval.

The recommendations were approved by consensus.

9.10.10 Sixth World Conference on Faith and Order “Nicea2025”

The sub-committee received the information that the commission on faith and order approved the proposal for a Sixth World Conference on Faith and Order “Nicea2025”, to be held in principle in 2025 in connection with the celebration of the 1700th anniversary of the First Ecumenical Council (325 AD). It is hoped that given its ecumenical significance and

magnitude, the world conference will be planned by the WCC as one of its main events in the years following the 2021 Karlsruhe Assembly.

Recommendation:

- That the executive committee recommend that the central committee approve the plans for a Sixth World Conference on Faith and Order "Nicea2025".

There was a short discussion regarding the possible venue for such an event. H.E. Metropolitan Gennadios said it would not be possible to have it in Nicaea/Iznik and that, painfully, the museum has been converted into a mosque.

The recommendation was approved by consensus.

9.10.11 Executive committee (May 2019) meeting evaluation

The sub-committee received with appreciation the work done on the evaluation of the last meeting of the executive committee, May 2019, noting that the evaluation was generally positive. The sub-committee affirms the practice of evaluation of the governing body meetings and encourages the general secretary to ensure that this remains a standard practice for all WCC governing body meetings.

9.10.12 Central committee (March 2020) preparations

A. Central Committee (CC) Meeting 2020 Preparations

The document was considered carefully by the sub-committee and some changes to the section on "Hearings, documents and decisions" in line with other recommendations which had been made were forwarded to staff for continuing the preparations of the central committee meeting.

The sub-committee also reiterated the importance of good consensus preparations for the upcoming central committee meeting.

Recommendations:

a) That the general secretary name two people, a man and a woman, as consensus advisors for the central committee meeting in March 2020, to assist the moderators, both of the central committee and in the work of the committees of the central committee;

b) That the consensus orientation be less general and more specific for the processes and decisions that will be taken at the central committee meeting in March 2020;

c) That an orientation video on consensus be produced for the 11th assembly and presented to the executive committee for approval beforehand (November 2020 or May 2021).

With regard to the buddy/programme in the central committee, the general secretary clarified that the staff responsible for youth in the WCC would initiate the programme and involve ECHOS members as resource persons in the implementation.

The recommendations were approved by consensus.

B. WCC Central Committee Timetable
The sub-committee discussed the timetable for the central committee meeting, taking into account the concerns on time management and consensus methodology as expressed in the plenary.

Recommendation:

- That the executive committee approve the timetable as presented in the revised timetable, including changes in the Sunday programme:

09:00-10:00	Prayer service altogether in the Ecumenical Centre Chapel
10:00-10:30	Coffee/tea break
10:30-12:30	Committee meetings – for approval of reports by consensus
12:30-16:00	Lunch at the hotel and rest
16:00	Depart for Bossey
16:30	Arrival at Bossey
16:30-17:00	Welcome aperitif
17:00-19:00	Programme for farewell to the general secretary
19:00-20:30	Dinner
20:45	Departure for Geneva

The timetable was approved by consensus.

C. Central Committee Thematic Plenary Draft Outlines
The sub-committee received the proposals for the thematic plenaries and commended the work done so far.

Recommendation:

- That further work be done by the general secretary on the development of the plenaries with the names of speakers and moderators to be presented to the leadership of the central committee at its meeting in February 2020.

The recommendation was approved by consensus.

D. Central Committee Proposed Annotated Agendas
The annotated agenda examples were commended by the sub-committee and the general secretary was encouraged to continue planning for the central committee using these tools for enhancing the use of the consensus methodology in the central committee.

Several changes to the document were received from executive committee members and will be taken into account as the document is developed further in preparation of the meeting.

10. Closed session

The moderator, Dr Agnes Abuom, thanked the general secretary for the wonderful Sunday evening event. She also apologized for having to leave the executive committee meeting early because of a commitment to church leaders in South Sudan.

She underlined the confidential nature of the closed session and referred to the unfortunate leaking of some information after the meeting in May. As the organ that takes decisions on behalf of so many people, may we begin a different journey and keep to our mandate of strict confidentiality.

Staffing report
The staffing report was circulated to executive committee members and all copies were collected at the end of the session.

The general secretary said the staffing report was quite ordinary this time and for information only. He gave an update on recruitment, appointments, arrivals and departures. There were no actions to be taken.

There was some discussion regarding a desire to take on extra assistance for assembly preparation, particularly from retired staff and translators.

The general secretary took note of the discussion and proposed to bring back limited defined roles and proposed remuneration budget to the meeting in March 2020.

The proposal was accepted by consensus.

The report for information was received by consensus.

There was a short discussion regarding the role of acting general secretary to cover the period when there is no one in post (March to September).

The meeting proposed that the general secretary and leadership team be asked to prepare a proposal for the executive committee in March, for validation before referring it on to the central committee through the appropriate sub-committee.

The proposed process was agreed by consensus.

11. Closing Actions
The moderator for this session was H.E. Metropolitan Gennadios.

Evaluation
The moderator thanked Ms Christ-Taha for sending the evaluation forms by email, but also requested verbal feed-back.

Mrs Glynn-Mackoul said it had been very helpful to have an annotated agenda. Trust has developed in the work of the sub-committees which facilitates the receipt of their reports. She also appreciated the morning worship which had been well planned and dynamic.

Bishop Simo Peura said he was happy that reports were clear and shorter than previously.

H.E. Metropolitan Nifon wondered if the programme could be arranged from a more humane point of view for those on the public issues sub-committee who have had to work through most lunch times. He also said it helped a lot when people had read the reports before reaching Geneva.

The moderator said the meeting had been in good spirit, very efficient and never before had the executive committee finished earlier than planned.

Rev. Karin van den Broeke thanked the staff for their participation and also said the good evening of fellowship with the general secretary had been conducive to good working together.

The moderator of the session particularly thanked Dr Abuom for acting as master of ceremonies for the evening event so well.

Dr Walker-Smith said it was her last meeting as a substitute and thanked the meeting for their welcome after the sad loss of our sister Rev. Robina Winbush. She asked that the meeting conclude with a moment of prayer during the closing exercise in a more formal way to give thanks to God for the deliberations and to conclude the day.

The moderator said we do keep Robina in our prayers and we will take your request for a vesper prayer into account. He said we are happy to finish early and give thanks to Almighty God for gathering us here again in friendship and fellowship, in love of his son, that moves us to the assembly. The coming central committee looks very important in the whole preparation for the assembly. He thanked everyone for their participation and discussion.

H.E. Metropolitan Gennadios thanked the general secretary and staff, not just those present at Bossey, but those working at the ecumenical centre also.

He thanked Bossey staff, and also Father Ioan Sauca. He gave thanks for those working at reception, in the kitchen or doing the cleaning and said thank you for the beautiful atmosphere they had created.

He also thanked Ms Catherine Christ-Taha and Ms Diana Chabloz for all their help and assistance – always ready to help us with our requirements. Please continue!

He thanked the minute-taker, Rev. Dr Janet Corlett, and also Mr Georges Lemopoulos for participating and helping us.

He asked the meeting to keep Dr Agnes Abuom in their prayers as she was travelling.

He wished everyone a blessed Christmas with peace and love and hope and good health for a New Year. He wished everyone a safe trip home to their families and their work. God bless you.

Bishop Petra Bosse-Huber thanked the leadership, the moderators and vice moderators.

The meeting closed with prayer led by Rev. Dr Angelique Walker-Smith.